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ABSTRACT

The relationship of initial duty assignment and precommission major in college to the decision of junior Navy officers to stay in or leave the Navy was investigated. Surface warfare officers were examined with regard to their involvement in one of the following sources: Naval Academy, NROTC Scholarship Program, Officer Candidate School, NROTC College Program, and the Reserve Officer Candidate Program. Generally, both the officer's first duty assignment and education major were associated with retention, across as well as within separate commission sources. Retention was found to be lowest in staff and supporting shore activities and highest in the type of ships (i.e., small combatant ships) in which officers probably experienced the most arduous conditions of deployment, but also probably have the best opportunity to achieve essential shipboard qualifications. The education majors with the highest retention were fine arts, education, and social and behavioral sciences. Those with the lowest retention were architecture (other than naval), agriculture, forestry, humanities, and business administration. It was recommended that retention efforts should concentrate on the education majors with the higher retention rates, and that the development of a behavior model would be feasible and useful, subject to measuring defined pre- and postcommissioning factors, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime and peacetime periods. (Author/CT)

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RELATION OF OFFICER FIRST ASSIGNMENT AND EDUCATION MAJOR TO RETENTION

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The relationship to retention of two factors--initial duty assignment and precommission education major--was investigated for the Unrestricted Line Officers with the Surface Warfare designator. The five commission sources analyzed included two regular sources--the Naval Academy and the NROTC Scholarship Program--and three reserve sources--the Officer Candidate School and the NROTC College and Reserve Officer Candidate Programs.

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Generally, both the officer's first duty assignment and education major were associated with retention, across as well as within separate commission sources. Retention was found to be lowest in staff and supporting shore activities and highest in the type of ships (i.e., small combatant ships) in which officers probably experienced the most arduous conditions of deployment, but also probably have the best opportunity to achieve essential shipboard qualifications. Although retention was associated with assignment type, the absolute values of the retention percentages varied substantially across commission sources. Alternative allocation strategies should be developed to identify the relative mix of allocations from each commission source that maximizes retention.

FOREWORD

This study was initiated in response to a request from the Chief of Naval Personnel (Pers-12) to identify factors associated with retention of junior officers with the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. If factors are identified that can be controlled through the duty assignment system, alternative strategies that increase retention may be developed.

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DONALD F. PARKER
Commanding Officer

SUMMARY

Problem

Because of the high attrition rate of junior officers, the Navy is finding it increasingly difficult to meet its requirements for a stable, experienced career force. If this rate is to be reduced, factors that influence retention and career decision processes must be identified and corrective measures must be developed and implemented.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape. The purpose of this study was to determine whether initial duty assignment and precommission education major are related to the retention of surface warfare officers.

Approach

The data used in this study were for surface warfare officers (N = 14,930) who were commissioned during the period from 1966 through 1970 from one of the following sources: (1) the Naval Academy (ACAD), (2) the NROTC Scholarship (NROTC-SCH) Program, (3) the Officer Candidate School (OCS), (4) the NROTC College (NROTC-COL) Program, and (5) the Reserve Officer Candidate (ROC) Program. The first two sources listed are regular; and the last three, reserve. Officers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement (MSR). Thus, it was necessary to use data for officers commissioned between 1966 and 1970 since such data were the most recent available with this stable a career criterion.

There are several hundred types of duty assignments and 98 major fields of study. Thus, assignment and education categories were developed, using a methodological procedure for reducing nominally scaled data to a smaller number of analyzable categories and quantifying their relationship with retention, subject to the conditions that prevailed during the time the officers in the sample served on their first assignment.

The numbers and percentages of officers from the various commission sources entering and retained in these various assignment and education categories were determined, rank ordered, and correlated. Finally, Chi-square tests of association were performed between assignment categories and retention, and between education categories and retention.

Results

1. The largest percentages of officers, across all commission sources, were assigned to those duty categories most typical for surface warfare officers--destroyers, amphibious ships, aircraft carriers, and transport-type ships. The smallest percentages were assigned to patrol vessels, diplomatic

and intelligence activities, or aircraft squadrons. This finding appears to reflect the training of and requirements for surface warfare officers.

2. The rank order of the percentages of officers assigned to the various assignment categories was generally quite consistent across commission sources, with that for ACAD being least consistent. The absolute sizes of the percentage allocated, however, varied substantially. For example, for the highest retention category (destroyers), the size ranged from about 20 percent for OCS and ROC to 74 percent for ACAD.

3. Generally, retention was highest in small combatant ships, medium in large combatant and support ships, and lowest in staff and supporting shore activities.

4. Although the rank order of the percentages retained in the categories was similar across commission sources, the absolute value of the percentages retained varied substantially. For example, for the highest retention category (destroyers), the size ranged from 6 percent for OCS to 68 percent for ACAD.

5. Because of the high retention rate of ACAD, it was not included in the education major analysis. For the other four sources, the education majors with the highest retention were Fine Arts, Education, and Social and Behavioral Sciences. Those with the lowest retention were Architecture (other than naval), Agriculture and Forestry, Humanities, and Business Administration. These results may have been influenced by the relative availability of jobs for persons with these majors in the civilian labor market.

Conclusions

1. The type of ship or unit to which an officer is first assigned and the officer's precommissioning education major are both related to retention. These findings suggest that the development of a retention behavior model is feasible.

2. Although the career officer appears to regard family separation as negatively as the noncareer officer, the career officer may be more tolerant of such separation to achieve essential shipboard qualifications.

3. Special categories of education majors, other than those presently used by management for personnel accounting, should be developed for use in predicting retention.

4. The following subfactors, within the major factors of interest to management, also need to be measured:

   a. Precommissioning factors (in the educational or training program):

      (1) Grades and class standing.

      (2) Attrition within education major.

(3) The individual's expressed preferences for the first assignment compared with the recommendation of the assignment counselor.

(4) Information provided by the detailer as to the relative availability of various jobs.

(5) The relative cost of the various commissioning sources.

b. Postcommissioning factors:

(1) Identification of the initial assignments in which the opportunity to achieve specified qualifications for professional development is highest (or lowest).

(2) Optimal (for retention) duration of the first assignment.

(3) The relationship between the first and second assignments.

(4) Evaluated performance on the job.

(5) The interaction between the officer and the detailer. A knowledge of the interrelationships, both within and across these factors, may be essential for the development of an effective assignment strategy.

5. Since the ratio of inputs to regular and reserve commission sources varies considerably from wartime to peacetime conditions, assignment strategies should be evaluated on data from both conditions. (This study used data predominately from the most recent wartime condition.) To the extent that career officers are needed from the reserve sources to augment the regular sources, opportunities for career-enhancing assignments must be provided.

6. Education majors with low retention rates should be validated on specific job requirements. Otherwise, retention efforts should concentrate on the majors with the higher retention rates.

Recommendations

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to measuring the pre- and postcommissioning factors listed above, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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INTRODUCTION

Problem and Background

Because of the low percentage of commissioned officers who remain in the Navy beyond their minimum active service obligation, it is becoming increasingly difficult for the Navy to meet its requirements for a stable, experienced career force. Analyses of occupational behavior and experiences have identified many factors that may influence retention and career decision processes, some of which may be operative in job rotation and assignment systems. Vroom and MacCrimmon (1968) suggest that the mobility of individuals within an organization (interpositional mobility, in their terms) may influence their decision to leave or remain with that organization, and that their behavior in a particular position may reflect a strategy for increasing the probability that subsequent positions will have higher status, authority, and remuneration.

One of the Navy's major occupational areas is the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. Although the Navy provides many opportunities and requirements for technical and managerial specialty-type jobs, the career progression of 111X officers must provide for experiences and job assignments that will qualify them to command ships and to direct complex naval operations at sea. For example, on their first sea tour, they must complete job assignments and assume responsibilities that will qualify them as: (1) Officer of the Deck Underway (OODU), (2) Junior Engineering Officer of the Watch, (3) Combat Information Center (CIC) Watch Officer, and (4) Division Officer in the Engineering, Weapons, or Operations Department.

Some Navy assignments provide better opportunities to achieve required qualifications than others. Thus, a junior officer who is about to complete his initial active duty obligation (which varies from 3 to 5 years, depending on commission source program) and who is seriously contemplating a Navy career, may well consider, before making a final decision, whether his initial assignment provided sufficient experience and qualifications to enable him to advance.

From the Navy's point of view, all required jobs must be filled with qualified personnel, regardless of their possible differences in career attractiveness. Because of the large differences in the cost and overall retention rate of different officer commission source programs, however, it may be desirable to assign those officers who are most likely to remain in the Navy to the most career-enhancing jobs. Regular commissioning sources provide most career officers, and reserve commissioning sources provide most noncareer officers. The latter serve for limited periods of active duty, particularly during wartime conditions when rapid force-level buildup is required (e.g., during the Vietnam period). Nonetheless, some regular officers resign from their commission, and some reserve officers stay (if their application is approved). Thus, officers from both sources must be given opportunities for career-enhancing assignments.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape.

The primary purpose of this study was to determine whether retention rates of surface warfare officers are related to different types of duty assignments or whether they simply reflect the different retention rates of the commission sources. A secondary purpose was to determine whether education major was related to retention.

METHOD

Sample

The data for the present study were obtained by searching officer history and attrition files maintained by the Bureau of Naval Personnel (BUPERS)[1] and extracting records for those personnel who:

1. Had an unrestricted line designator (11XX), from which the present surface line designator (111X) is obtained.

2. Had an active commission base date (ACBD) from 1966 through 1970.

3. Were commissioned from one of the following sources:

   a. Regular:[2]

      (1) Naval Academy (ACAD)--4 years minimum service requirement (MSR) incurred for 1966 and 1967 classes; 5 years thereafter.

      (2) Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) Program--4 years MSR.

   b. Reserve (3 years MSR):

      (1) Naval Reserve Officers Training Corps--College (NROTC-COL) Program.

      (2) Officer Candidate School (OCS).

      (3) Reserve Officer Candidate School (ROC) Program.

Records for the following types of officers were then discarded to obtain a final sample:

1. Officers in BUPERS loss codes that indicate low career potential (e.g., disability, disciplinary problems, revoked commission) or that preclude determination of career status (e.g., death, appointment in another service).

2. Officers who transferred to other military programs, or who requested augmentation but were disapproved.

3. Female line officers, since they were not eligible for sea-shore duty rotation at the time of data collection.

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[1]Officer History (Active) and Attrition Files of 30 June 1975, and Officer History (Active) Extract File of March 1976.

[2]There are two other regular sources--the Navy Enlisted Science and Engineering Program (NESEP) and the Limited Duty Officer (LDO) Program. Since officers retained through these sources are highly specialized and unique, they were not included in the present analysis.

4. Naval Academy graduates whose ACBD was 1970 since their career status could not be determined at the time of data collection.

5. Officers whose first duty assignment was in a submarine.

The final sample obtained from this procedure is characterized in Table 1. Officers were considered career or "retained" if their record remained in the active file at least 1-3/4 years beyond MSR. (Since the MSR varies among commission sources, the point at which career status was determined for the present sample ranged from 1-3/4 to 6-3/4 years beyond MSR.) As shown in Table 1, the percent retained ranges from 4.3 percent for OCS officers to 67.4 percent for ACAD graduates.

Development of Assignment and Education Categories

Many of the codes used in the BUPERS officer history files to provide information on individual officers are defined in the Officer Classification Manual (OCM) (NAVPERS 15839C). Part H of the OCM (see appendix) lists Ship and Station (S/S) and Type Command (TYCOM) codes, which are used to indicate officer assignment; and Part L, codes for the 98 major fields of study completed by officers.

S/S codes consist of a two-digit number and an alphabetical suffix. The digits are used to designate a broad category of ships or activities where an officer acquired his qualification or experience; and the suffix, a specific type of ship or activity within that category. For example, if an individual officer file includes the code 10B, it means that he was assigned to the broad category of carrier (10), and that the specific type within that category was an attack aircraft carrier (B). Other examples may be found in the appendix. TYCOM codes are used to identify the type command within which a ship or activity operates. For example, an aircraft carrier operates within "air forces"; and a tank landing ship, within "amphibious forces."

To determine the relationship between first assignment and retention, records for sample members were scanned for S/S and TYCOM codes. Many of the S/S codes were not relevant to the 11XX designator or to officers on a first assignment; others identified too few sample members for adequate sample size. Thus, it was necessary to combine groups of similar assignment codes and to form fewer categories.

The three designs of assignment categories selected for analysis are presented in Table 2. The first, which consists of 27 duty-type categories, was developed by grouping types of commands that appeared to perform similar functions. The second, which consists of 43 unit-type categories, was developed by creating separate categories when many officers were assigned to a single SSC within a duty-type category. In both of these designs, each grouping had to represent at least 30 officers in the sample (from all commission sources). The third consists of the 10 TYCOM codes listed in Part H of OCM, plus a shore-support category.

The education major categories selected for analysis are presented in Table 3. They were developed by combining similar types of majors. To determine the relationship between education and retention, records for sample members were scanned to identify those majors that were completed by or prior to the officers' ACBD year. Majors that were earned through Navy-sponsored, post-commission, graduate study programs were not included in this analysis.

Analyses

1. The percentages of officers assigned to and retained in assignment categories for all commission sources were determined and rank ordered. Product-moment correlations among commission sources were calculated on these percentages.

2. The percentages of officers retained by education major were determined and rank ordered.

3. Chi-square tests of association were performed between assignment categories and retention, and between education major and retention.

Table 1

Sample Size and Percentage Retained by
Entry Year and Commission Source

Entry Year[a]	Career Status[b]	All Sources		Commission Source: Regular: Naval Academy (ACAD)		Regular: NROTC Scholarship		Reserve: NROTC College		Reserve: Officer Candidate School (OCS)		Reserve: Reserve Officer Corps (ROC)	
		N	%	N	%	N	%	N	%	N	%	N	%
1966	Retained	320	11.5	130	57.0	66	25.3	8	4.1	93	4.8	23	15.6
	Separated	2455		98		195		189		1849		124	
	Total	2775		228		261		197		1942		147	
1967	Retained	287	10.8	115	72.8	63	40.9	17	9.9	71	3.8	23	7.0
	Separated	364		43		91		136		1790		304	
	Total	2651		158		154		151		1861		327	
1968	Retained	401	9.0	125	65.1	62	27.3	30	8.8	140	4.3	44	10.7
	Separated	4033		67		165		311		3121		369	
	Total	4434		192		227		341		3261		413	
1969	Retained	406	12.7	167	76.3	94	36.4	34	7.2	61	3.3	50	11.6
	Separated	2799		52		164		439		1764		380	
	Total	3205		219		258		473		1825		430	
1970	Retained	250	12.9	—[c]	—	122	40.5	48	7.3	45	6.5	35	12.3
	Separated	1688		—[c]	—	179		614		645		250	
	Total	1938		—		301		662		690		285	
Total	Retained	1664	11.1	537	67.4	407	33.9	135	7.4	410	4.3	175	10.9
	Separated	13339		260		794		1689		9169		1427	
Grand Total		15003		797		1201		1824		9579		1602	

Note. Sample size, N, represents 100 percent of the surface warfare officer (Designator 11XX series) community (with exceptions noted on p. 3). Officers who were commissioned in, or changed to, other designators (e.g., Air 13XX, Submarine 112X) were excluded from the analysis. Subsequent tables have slightly lower Ns due to missing data or elimination of officers assigned to student (vice duty) status.

[a]Determined by Active Commission Base Date (ACBD) entry on officer tape file.

[b]Officers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement.

[c]Excluded because career status could not be determined at time of data acquisition.

Table 2

Officer Assignment Categories

No.[a]	Abbreviation	Title	S/S Codes Represented
		By Duty-Type	
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02	STAFF-FLT	Staff-Force/Fleet/Joint	08 (except ABX), 09AHK, 61E, 64, 71F
03	CV	Carrier	10
04	AE/AF/AK	Logistic Ship	16, 20, 28, 39, 51, 52
05	AMPHIB	Amphibious	17, 18
06	CRU-BAT	Cruiser-Battleship	19, 21, 22
07	DD/DL	Destroyer	23
08	DE[b]	Destroyer Escort	24
09	MNLAY[c]	Mine Warfare	29, 30, 31, 38, 75
10	PC-GUN	Gunboat	27, 37, 40, 45, 46
11	MNSWP	Minesweeper	32, 33, 34
12	TUG-AUX	Tug/Auxiliary/Merchant	25, 35, 53
13	RESC-SALV	Rescue-Salvage	42, 43
14	TEND-REP	Tender-Repair	36, 41, 47, 48, 49, 50, 88
15	ADVBASE	Advanced Base	54, 55
16	BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
17	SYSCOM	Systems Command—R and D	56, 58, 70, 83, 85, 89, 92, 93, 94, 95, 96
18	AMMO	Ammo and Ordnance	60, 84
19	DIPLOM	Diplomatic	66, 6-A, 6-E
20	CB-SHIPYD	Construction	67, 81, 99, 71E
21	OCEANOG	Oceanographic	69
22	STAFF-AMPH/FMF	Staff-Amphibian and Fleet Marine	71 (except EF), 72
23	BUREAU	Bureau and Joint Activities	61 (except ...), 68, 77, 78, 80, 82
24	INTELL	Intelligence	76
25	COMM-SECUR	Communications and Security	86
26	ED-TRA	Education and Training	08X, 91, 97, 98
27	AIR-STA/TRA	Air-Station/Training	08B, 57, 59
		By Unit-Type	
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02 } 03	CVAN	Carrier-Nuclear Propulsion	10C
03 }	CV	Carrier (all except nuclear)	10ABDEFGZ
04 } 05	AMPHIB	Amphibious (except LST)	17 (except M), 18
05 }	LST	Tank Landing Ship	17M

[a]Duty-type categories from which unit-type categories were derived are indicated.

[b]Presently designated FF—Frigate.

[c]Minelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

Table 2 (Continued)

No.[a]		Abbreviation	Title	S/S Codes Represented
			By Unit-Type (Continued)	
06	06	CA/CL/BB	Cruisers (except Guided Missile) and Battleship	19, 21AZ, 22ABCZ
07		CG	Cruiser (Guided Missile)	21BCD, 22D
08		DD/DL	Destroyer (except Guided Missile and Radar)	23AEFZ
09	07 & 08	DD/DE-RAD	Destroyer (Radar)	23EC, 24C
10		DD/DL/DE-GUID	Destroyer (Guided Missile)	23DGH, 24D
11		DE[b]	Destroyer Escort (except Radar	24ABZ
12	02	STAFF-JT/FLT	Staff-Joint/Fleet	08N, 09HK, 61E, 64
13		TEND-REP	Tender (except Destroyer) Repair	36, 41, 47, 48, 49, 50, 88
14	04	AE	Ammunition	16
15		AF/AK/AV	Cargo	20
16		AD	Destroyer Tender	39
17		AP/AH	Transport	28, 51, 52
18		MNSWP	Minesweeper	32, 33, 34
19		STAFF-AMPH/FMF	Staff-Amphibious and Fleet Marine	71 (except EF), 72
20		COMM-SECUR	Communications and Security	86
21		INTELL	Intelligence	76
22		DIPLOM	Diplomatic	66, 6-A, 6-E
23		OCEANOG	Oceanographic	69
24		AUX/MERCH	Auxiliary and Merchant	25, 35
25		TUG-O	Tug-Ocean	53
26		PC-GUN	Gunboat	27, 37, 40, 45, 46
27		MNLAY[c]	Mine Warfare	29, 30, 31, 38, 75
28		CB-SHIPYD	Construction	67, 71E, 81, 99
29		RESC-SALV	Rescue-Salvage	42, 43
30		ADVBASE	Advanced Base	54, 55
31		BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
32		AMMO DEP	Ammunitions Depot	60
33		ORD RANGE	Ordnance Ranges	84
34		ED-TRA	Education and Training	08X, 91, 97, 98
35		R&D	Research and Development	89
36		SYSCOM	Systems Command	56, 58, 70, 83, 85, 92, 93 94, 95, 96

[a] Duty-type categories from which unit-type categories were derived are indicated.

[b] Presently designated FF--Frigate.

[c] Minelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

Table 2 (Continued)

No.[a]	Abbreviation	Title	S/S Codes Represented
		By Unit-Type (Continued)	
37	JT ACT	Army/Navy/Air Force Joint Activities	61 (except E)
38	GOVT AGENCY	Government Agencies	68
39	PERS	Personnel Activities	77, 78
40	NAV-DEPT/OP	Navy Department and Operations	80, 82
41 } 02	STAFF-F	Staff-Force	08EFHKMRTVY, 09A, 71F
42 } 02	STAFF-G(NA)	Staff-Group (Non-Air)	08CDGJLPQSUWZ
43	AIR-STA/TRA	Air Station/Training	08B, 57, 59
		By Type-Command[d]	
01	SS	Shore Support	3, 8X, 55ABCDFGHJKMZ, 60, 61, 62, 66, 68, 69, 70, 73, 74, 76 through 86, 87ABCDEFGHJKLNPZ, 89 through 99
02	AIR	Air Forces	2, 5, 8ABCD, 9ABCDEFGJLMNPQRST, 10, 11, 12, 13, 14, 15, 48, 49, 54, 56, 57, 58, 59
03	AMPHIB	Amphibious Forces	7, 17, 18, 20D, 27FGH, 37C, 51B, 52, 71
04	CRU-DES	Cruiser-Destroyer	8EFGHJP, 19, 21, 22, 23, 24, 27ABCDEJZ, 36, 37ABZ, 40, 45, 46, 47
05	SUB	Submarine Forces	8T, 42, 50, 55EL, 87M
06	SERV	Service Forces	8RS, 16, 20ABCEFGHJKZ, 25ABCEGHJKLMNZ, 26, 28, 35, 39, 41, 43, 51CE, 53, 88
07	MINE	Mine Forces	8LM, 25F, 29 through 34, 38, 75
08	MAR CORPS	Marine Corps	72
09	CB	Construction Battalion	25D, 67
10	MSC	Sealift	20L, 51ADFGZ, 65
11	STAFF	Major Staffs	8KNQUVWYZ, 9HKZ, 64

[a]Duty-type categories from which unit-type categories were derived are indicated.

[b]Presently designated FF—Frigate.

[c]Minelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

[d]The numbers for the TYCOM categories in this table do not correspond to those in the appendix.

Table 3

Education Major Categories

No.	Abbreviation	Title	Major Code(s) Represented
01	AGRI/FSTRY	Agriculture and Forestry	1 through 8
02	BIOSCI	Biological Sciences	10 through 19
03	MEDSCI	Medical Sciences	20 through 33
04	PHYSCI	Physical Sciences	9, 34, 36, 37, 38, 39, 40, 42, 43, 44, 45, 46, 90
05	ENG	Engineering	47, 48, 50, 52 through 64, 66
06	NAVARCH	Naval Architecture	51
07	SOCSCI	Social Sciences	67, 68, 69, 71, 79, 89, 91, 92
08	BEHAVSCI	Behavioral Sciences (i.e., psychology, anthropology ethnology, archeology)	74, 75, 76
09	BUSADM	Business Administration	72, 73, 77, 78, 80, 81, 82, 83
10	EDUC	Education	84, 85
11	ARTS	Fine Arts	93
12	CRAFTS	Industrial and home-related crafts	70, 86
13	LANG	Languages	94, 95, 96
14	HUMANITIES	Humanities (i.e., law, philosophy, theology, journalism)	87, 88, 97, 98
15	ARCHITCT	Architecture (other than naval)	65
16	NAVSCI[a]	Naval Science	35, 41

[a]Codes 35 and 41, which inidcate the general curriculum at ACAD, were the only codes available on the Officer Master Tape (OMT) for 97 percent of the ACAD source in this study. The OMT now lists the specific major for more recent ACAD classes.

RESULTS

Assignment to Duty Categories

The number and percentage of sample members assigned to the 27 duty categories are provided in Table 4. As shown, overall, the largest percentages of officers were assigned to those categories most typical for surface warfare officers. That is, 26.2 percent were assigned to destroyers (07); 12.5 percent, to amphibious ships (05); 10.0 percent, to aircraft carriers (03); and 9.5 percent, to transport-type ships (04). The smallest proportions were assigned to mine warfare units (09), patrol vessels (10), diplomatic activities (19), intelligence (24), or aircraft squadrons (01).

A comparison of data for officers commissioned from the two regular sources shows that 83.4 percent of the Naval Academy (ACAD) graduates were assigned to the primary small combatants (DD/DL or DE--07 and 08), versus only 50.5 percent of the Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) graduates. Most of the remaining NROTC-SCH officers were assigned to large combatants (03 or 06) (18.7%), amphibious ships (05) (9.7%), bureau duty (23) (5.3%), or minesweepers (11) (4.7%).

A comparison of data for officers commissioned from the three reserve sources shows that the assignment distributions for Officer Candidate School (OCS) graduates and reserve officer candidates (ROCs) are quite similar--almost 25 percent of both groups were assigned to the primary small combatants; another 23 percent, to either logistic or amphibious ships (04 or 05); between 12 and 16 percent, to large combatants; and about 21 percent to shore support functions (15 through 27). Assignment category percentages for NROTC-College (COL) graduates are more similar to percentages for NROTC-SCH graduates than to those for the OCS graduates or ROCs.

Table 4 also provides the rank order of the percentages of officers assigned to the various duty categories. As shown, the rank order across commission sources appears to be quite consistent, with that for ACAD graduates being least consistent. When the percentages assigned to the 27 duty-type assignment categories were correlated with those of the various commission sources (see Table 5), the correlations were all very high.

When observing the absolute sizes of the various allocations (Table 4), however, it appears that the correlations are artificially high. That is, the allocation percentages for each source tends towards a two-point distribution. This is particularly noticeable for the ACAD, which has an allocation for one category--DD/DL--of 74.4 percent, and an allocation of zero or near zero for 22 of the remaining categories. Correlations between such similarly shaped distributions will be high but, in this case, the high correlation will be due mainly to the similarity between zero or small, unstable percentages. Further, although the correlations reflect a high similarity between the rank order of percentages assigned for sources, the absolute size of the highest percentage within each source varies substantially for the highest category--DD/DL: It ranges from about 20 percent for OCS graduates and ROCs to 74 percent for ACAD graduates.

Retention in Assignment Categories

The specific percentages retained by assignment category and commission source are presented in Table 6. For all commission sources combined, the duty-type assignment categories 07 (DD/DL) and 08 (DE) accounted for the highest retention—with each representing about 21 percent. About half of those officers were ACAD graduates. Although retention for some commision sources was highest in other categories, the sample sizes on which the percentages were calculated were frequently small and therefore unstable (e.g., the 40% retention for ROC category 19 (DIPLOM) was based on only 10 officers). Within the unit-type categories, category 10 (DD/DL/DE-GUID) had the highest retention rate--29.9 percent. Generally, for both duty-type and unit-type assignment categories, retention percentages appear to be highest in small combatant ships, medium in large combatant and support ships, and lowest in staff and supporting shore activities.

When the proportions retained among assignment categories were compared, all associations (i.e., chi square value), except for ACAD,[3] were found to be significant at the .001 level (see Table 7). The findings of a predictive relationship were consistent, not only among the three assignments classification systems with all commission sources combined, but also among the separate commission sources. The duty-type category to which the highest proportion was assigned—07 (DD/DL)—accounted for the highest proportion retained. In general, retention was highest in the categories with the largest percentages of officers.

Although the absolute sizes of the retention percentages for specific categories varied among the commission sources, the ranks of the percentages shown in Table 6 are moderately to highly similar. Except for ACAD, the relationship of each commission source with the other four combined was moderately strong and significant (see Table 8).

The obtained values and significance of the retention relationships among the commission sources shown in Table 8 are not as high as those of the assignment relationships shown in Table 5. This finding may be attributable to two conditions. First, excluding from the calculations the categories with small Ns assigned probably restricted the range of the percentage values (e.g., for ACAD, only five duty-type categories remained). Second, because of the relatively very low retention base rate in some commission sources, calculations had to be based on very small Ns retained (i.e., in the numerator), which probably yielded unstable percentage values as the raw input data into the calculations. Nonetheless, the moderately high relationship among all commission sources (except ACAD) indicates that the highest proportion of each commission source retained generally falls into the same categories regardless of the disproportionate "mix" among the commission sources assigned.

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[3] The lack of significance for ACAD may be attributable to the finding that the proportion retained in each of the duty categories analyzed was similar to the proportion of the total retained. Thus, ACAD officers had a similar, relatively high retention rate in each of the duty categories to which they were assigned.

Finally, Table 9 provides a combined display of the percentages assigned and retained in each category.

Retention by Education Major

The overall ACAD retention rate is already very high, and is essentially represented on the Officer Master Tape by only a single, general curriculum--Naval Science. Thus, in determining the association of education major with retention, independent of commission source, the ACAD commission source was excluded.

Retention percentages among the 15 categories of education major for the other four commission sources are presented in Figure 1. As shown, they range from about 3 percent (ARCHITCT) to 11 percent (ARTS). Retention for the OCS source alone, as shown in Figure 2, ranged from 2 percent (ARCHITCT) to 9 percent (EDUC). The association between education major and retention was found to be highly significant for all commission sources (Table 10). As shown, the chi square value dropped substantially (from 1993.7 to 93.7) when the ACAD source was excluded from the analysis.

Table 4

Percentage of Officers Assigned to Duty Categories by Commission Source

No.	Category Abbreviation	Total (All Sources) N	Total (All Sources) %	Total (All Sources) Rank Order	Commission Source: Regular ACAD N	ACAD %	ACAD Rank Order	Regular NROTC-SCL N	NROTC-SCL %	NROTC-SCL Rank Order	Reserve NROTC-COL N	NROTC-COL %	NROTC-COL Rank Order	Reserve OCS N	OCS %	OCS Rank Order	Reserve ROC N	ROC %	ROC Rank Order
01	AIR-SQD/GP	5[illegible]	0.4	23	1	0.1	16.5	6	0.5	18	4	0.2	21.5	34	0.4	24	8	0.5	25
02	STAFF FLT	619	4.1	7	0	0.0	16.5	[illegible]	0.3	18	41	2.3	9	495	5.2	6	80	5.0	7
03	CV	1498	10.0	3	9	1.1	16.5	137	11.5	2	178	9.8	4	1035	10.9	3	139	8.7	4
04	AE/AF/AK	1413	9.5	4	6	0.8	16.5	85	7.1	6	210	11.6	3	950	10.0	4	162	10.1	3
05	AMPHIB	1871	12.5	2	20	2.5	5	116	9.7	3	270	14.9	2	1244	13.1	2	221	13.8	2
06	CRU-BAT	822	5.5	5	31	3.9	4	86	7.2	5	107	5.9	5	530	5.6	5	68	4.3	8
07	DD/DL	3916	26.2	1	592	74.4	1	492	41.2	1	614	33.8	1	1905	20.0	1	313	19.6	1
08	DE	733	4.9	6	72	9.0	2	111	9.3	4	103	5.7	6	364	3.8	7.5	83	5.2	6
09	MNLAY	32	0.2	27	0	0.0	16.5	1	0.1	18	1	0.1	21.5	27	0.3	26	3	0.2	25
10	PC-GUN	50	0.3	25.5	7	0.9	16.5	2	0.2	18	2	0.1	21.5	33	0.3	26	6	0.4	25
11	MNSWP	531	3.6	8	54	6.8	3	56	4.7	8	47	2.6	7.5	318	3.3	9	56	3.5	9.5
12	TUG-AUX	409	2.7	10.5	1	0.1	16.5	8	0.7	18	47	2.6	7.5	297	3.1	11	56	3.5	9.5
13	RESC-SALV	108	0.7	20	0	0.0	16.5	1	0.1	18	12	0.7	15	77	0.8	20.5	18	1.1	17
14	TEND-REP	285	1.9	14	0	0.0	16.5	9	0.8	18	37	2.0	10	208	2.2	14	31	1.9	15
15	ADVBASE	84	0.6	21	0	0.0	16.5	0	0.0	18	3	0.2	21.5	75	0.8	20.5	6	0.4	25
16	BASE/DEPOT	168	1.1	16	0	0.0	16.5	2	0.2	18	16	0.9	14	123	1.3	17	27	1.7	16
17	SYSCOM	117	0.8	19	1	0.1	16.5	1	0.1	18	8	0.4	21.5	95	1.0	19	12	0.8	19
18	AMMO	153	1.0	17	0	0.0	16.5	2	0.2	18	4	0.2	21.5	136	1.4	16	11	0.7	20.5
19	DIPLOM	41	0.3	25.5	1	0.1	16.5	4	0.3	18	1	0.1	21.5	25	0.3	26	10	0.6	22
20	CB-SHIPYD	65	0.4	23	0	0.0	16.5	2	0.2	18	9	0.5	21.5	43	0.5	22.5	11	0.7	20.5
21	OCEANOG	215	1.4	15	0	0.0	16.5	1	0.1	18	4	0.2	21.5	178	1.9	15	32	2.0	14
22	STAFF-AMPH/FMF	309	2.1	13	0	0.0	16.5	1	0.1	18	27	1.5	12	233	2.4	13	48	3.0	11
23	BUREAU	403	2.7	10.5	0	0.0	16.5	63	5.3	7	23	1.3	13	284	3.0	12	33	2.1	13
24	INTELL	59	0.4	23	0	0.0	16.5	0	0.0	18	4	0.2	21.5	51	0.5	22.5	4	0.3	25
25	COMM-SECUR	469	3.1	9	0	0.0	16.5	0	0.0	18	4	0.2	21.5	363	3.8	7.5	102	6.4	5
26	ED-TRA	380	2.5	12	1	0.1	16.5	2	0.2	18	34	1.9	11	301	3.2	10	42	2.6	12
27	AIR-STA/TRA	127	0.9	18	0	0.0	16.5	4	0.3	18	4	0.2	21.5	103	1.1	18	16	1.0	18
	TOTAL	14930			796			1195			1814			9527			1598		

Note. Highest percentage assigned Rank 1. All categories with N < 10 were assigned the same (lowest) rank.

Table 5

Intercorrelations Among Commission Sources of Percentage Allocated to Duty-Type Assignment Categories (N = 27)

		Commission Source				
		Regular		Reserve		
	All Sources	ACAD r	NROTC-SCL r	NROTC-COL r	OCS r	ROC r
Total		.838*	.952*	.990*	.981*	.968*
Corrected Total[a]		.788*	.937*	.986*	.918*	.963*
ACAD			.933*	.865*	.719*	.717*
NROTC-SCL				.961*	.882*	.860*
NROTC-COL					.955*	.942*
OCS						.983*
ROC						
$\bar{X}$	3.696	3.700	3.719	3.707	3.711	3.707
SD	5.525	14.301	8.300	7.135	4.673	4.611

Note. The raw data from which the correlations were calculated are the percentage-allocated values for each of the 27 duty-type assignment categories. Each coefficient displayed was calculated on 25 (i.e., n-2) degrees of freedom.

[a]The spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

*$p \leq .001$.

Table 6

Percentage of Officers Retained by Assignment Category and Commission Source

No.	Category Abbreviation	Total (All Sources) Total Assign N	Total (All Sources) Retained N	Total (All Sources) Retained %	Total (All Sources) Rank Order	Commission Source: Regular — ACAD Total Assign N	ACAD Retained N	ACAD Retained %	ACAD Rank Order	NROTC-SCL Total Assign N	NROTC-SCL Retained N	NROTC-SCL Retained %	NROTC-SCL Rank Order	Regular — NROTC-COL Total Assign N	NROTC-COL Retained N	NROTC-COL Retained %	NROTC-COL Rank Order	Reserve — OCS Total Assign N	OCS Retained N	OCS Retained %	OCS Rank Order	ROC Total Assign N	ROC Retained N	ROC Retained %	ROC Rank Order
										Duty-Type															
01	AIR-SQD/GP	53	4	7.5	10	1	1	100.0	--	6	2	33.3	--	4	0	0	--	34	1	2.9	15	8	0	0	--
02	STAFF FLT	619	17	2.7	18	0	--	--	--	3	1	33.3	--	41	3	7.3	7	495	12	2.4	16	80	1	1.3	17
03	CV	1498	104	6.9	12	9	7	77.8	--	137	46	33.6	4	178	5	2.8	12	1035	33	3.2	13	139	13	9.4	12
04	AE/AF/AK	1413	104	7.4	11	6	3	50.0	--	85	23	27.1	6	210	14	6.7	8	950	38	4.0	10.5	162	26	16.0	5
05	AMPHIB	1871	150	8.0	9	20	13	65.0	3	116	31	26.7	7	270	11	4.1	10	1244	66	5.3	9	221	29	13.1	8
06	CRU-BAT	822	82	10.0	7	31	19	61.3	4	86	26	30.2	5	107	10	9.3	4	530	16	3.0	14	68	11	16.2	4
07	DD/DL	3916	829	21.2	1	592	410	69.3	1	492	192	39.0	3	614	62	10.1	3	1905	125	6.6	4.5	313	40	12.8	9
08	DE	733	150	20.5	2	72	49	68.1	2	111	46	41.4	2	103	17	16.5	1	364	23	6.3	6	83	15	18.1	2
09	MINLAY	32	2	6.3	14	0	--	--	--	1	0	0	--	1	0	0	--	27	2	7.4	2	3	0	0	--
10	PC-GUN	50	9	18.0	3	7	5	71.4	--	2	1	50.0	--	2	0	0	--	33	2	6.1	7	6	1	16.7	--
11	MINSWP	531	87	16.4	5	54	29	53.7	5	56	27	48.2	1	47	5	10.6	2	318	21	6.6	4.5	56	5	8.9	13
12	TUG-AUX	409	35	8.6	8	1	0	0	--	8	3	37.5	--	47	4	8.5	5	297	20	6.7	3	56	8	14.3	7
13	RESC-SALV	108	12	11.1	6	0	--	--	--	1	0	0	--	12	1	8.3	6	77	8	10.4	1	18	3	16.7	3
14	TEND-REP	285	12	4.2	16	0	--	--	--	9	1	11.1	--	37	2	5.4	9	208	8	3.8	12	31	1	3.2	14
15	ADVBASE	84	4	4.8	15	0	--	--	--	0	--	--	--	3	0	0	--	75	3	4.0	10.5	6	1	16.7	--
16	BASE/DEPOT	168	4	2.4	20	0	--	--	--	2	0	0	--	16	0	0	14	123	1	0.8	21	27	3	11.1	10
17	SYSCOM	117	1	.9	24	1	1	100.0	--	1	0	0	--	8	0	0	--	95	0	0	25	12	0	0	20
18	AMMO	153	4	2.6	19	0	--	--	--	2	2	100.0	--	4	0	0	--	136	2	1.5	19	11	0	0	20
19	DIPLOM	41	7	17.1	4	1	0	0	--	4	3	75.0	--	1	0	0	--	25	0	0	25	10	4	40.0	1
20	CB-SHIPYD	65	0	0	26.5	0	--	--	--	2	0	0	--	9	0	0	--	43	0	0	25	11	0	0	20
21	OCEANOG	215	8	3.7	17	0	--	--	--	1	0	0	--	4	0	0	--	178	3	1.7	18	32	5	15.6	6
22	STAFF-AMPH/FMF	309	20	6.5	13	0	--	--	--	1	0	0	--	27	1	3.7	11	233	14	6.0	8	48	5	10.4	11
23	BUREAU	403	3	0.7	25	0	--	--	--	63	1	1.6	8	23	0	0	14	284	1	0.4	22	33	1	3.0	15
24	INTELL	59	0	0	26.5	0	--	--	--	0	--	--	--	4	0	0	--	51	0	0	25	4	0	0	--
25	COMM-SECUR	469	8	1.7	21	0	--	--	--	0	--	--	--	4	0	0	--	363	5	1.4	20	102	3	2.9	16
26	ED-TRA	380	6	1.6	22.5	1	0	0	--	2	0	0	--	34	0	0	14	301	6	2.0	17	42	0	0	20
27	AIR-STA/TRA	127	2	1.6	22.5	0	--	--	--	4	2	50.0	--	4	0	0	--	103	0	0	25	16	0	0	20
	TOTAL	14930	1664	11.1		796	537	67.5		1195	407	34.1		1814	135	7.4		9527	410	4.3		1598	175	11.0	

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 6 (Continued)

No.	Category Abbreviation	Total (All Sources) Total Assign N	Total (All Sources) Retained N	Total (All Sources) Retained %	Total (All Sources) Retained Rank Order	Commission Source: Regular ACAD Total Assign N	ACAD Retained N	ACAD Retained %	ACAD Retained Rank Order	NROTC-SCL Total Assign N	NROTC-SCL Retained N	NROTC-SCL Retained %	NROTC-SCL Retained Rank Order	Commission Source: Reserve NROTC-COL Total Assign N	NROTC-COL Retained N	NROTC-COL Retained %	NROTC-COL Retained Rank Order	OCS Total Assign N	OCS Retained N	OCS Retained %	OCS Retained Rank Order	ROC Total Assign N	ROC Retained N	ROC Retained %	ROC Retained Rank Order
										Unit-Type															
01	AIR-[illegible]/GP	53	4	7.5	16	1	1	100.0	--	6	2	33.3	--	4	0	0	--	34	1	2.9	22	8	0	0	--
02	CVAN	75	12	16.0	7	3	3	100.0	--	14	6	42.9	4	14	1	7.1	12	43	2	4.7	16	1	0	0	--
03	CV	1423	92	6.4	20	6	4	66.7	--	123	40	32.5	9	164	4	2.4	20	992	31	3.1	21	138	13	9.4	20
04	AMPHIB	1207	89	7.4	17	14	8	57.1	4	62	16	25.8	11	188	6	3.2	19	801	40	5.0	13.5	142	19	13.4	12
05	LST	664	61	9.2	12	6	5	83.3	--	54	15	27.8	10	82	5	6.1	14	443	26	5.9	11	79	10	12.7	13
06	CA/CL/BB	299	23	7.7	15	9	7	77.8	--	25	6	24.0	13	37	2	5.4	15.5	204	5	2.5	23.5	24	3	12.5	14.5
07	CG	523	59	11.3	9	22	12	54.5	5	61	20	32.8	8	70	8	11.4	6	326	11	3.4	20	44	8	18.2	4.5
08	DD/DL	3246	633	19.5	3	435	297	68.3	2	386	146	37.8	5	534	54	10.2	8	1636	104	6.4	7	255	32	12.5	14.5
09	DD/DE-RAD	209	26	12.4	8	8	6	75.0	--	20	4	20.0	14	27	4	14.8	3	134	10	7.5	3	20	2	10.0	18.5
10	DD/DL/DE-GUID	703	210	29.9	1	164	120	73.2	1	113	51	45.1	2	85	10	11.8	5	277	20	7.2	5	64	9	14.1	11
11	DE	491	110	22.4	2	57	36	63.2	3	84	37	44.0	3	71	11	15.5	2	222	14	6.3	8	57	12	21.1	2
12	STAFF-JT/FLT	246	5	2.0	31	0	--	--	--	0	--	--	--	13	0	0	23.5	206	4	1.9	27.5	27	1	3.7	22
13	TEND-REP	285	12	4.2	25.5	0	--	--	--	9	1	11.1	--	37	2	5.4	15.5	208	8	3.8	18	31	1	3.2	23
14	AE	262	15	5.7	22.5	1	1	100.0	--	15	5	33.3	7	46	1	2.2	21	161	2	1.2	32	39	6	15.4	10
15	AF/AK/AV	359	29	8.1	14	2	1	50.0	--	23	8	34.8	6	58	3	5.2	17	251	13	5.2	12	25	4	16.0	7
16	AD	582	48	8.2	13	3	1	33.3	--	35	9	25.7	12	91	7	7.7	11	377	19	5.0	13.5	76	12	15.8	8
17	AP/AH	210	12	5.7	22.5	0	--	--	--	12	1	8.3	15	15	3	20.0	1	161	4	2.5	23.5	22	4	18.2	4.5
18	MNSWP	531	87	16.4	6	54	29	53.7	6	56	27	48.2	1	47	5	10.6	7	318	21	6.6	6	56	5	8.9	21
19	STAFF-AMPH/FMF	309	20	6.5	19	0	--	--	--	1	0	0	--	27	1	3.7	18	233	14	6.0	10	48	5	10.4	17
20	COMM-SECUR	469	8	1.7	33.5	0	--	--	--	0	--	--	--	4	0	0	--	363	5	1.4	31	102	3	2.9	24
21	INTEL	59	0	0	41	0	--	--	--	0	--	--	--	4	0	0	--	51	0	0	38.5	4	0	0	--
22	DIPLOM	41	7	17.1	5	1	0	0	--	4	3	75.0	--	1	0	0	--	25	0	0	38.5	10	4	40.0	1
23	OCEANOG	215	8	3.7	27	0	--	--	--	1	0	0	--	4	0	0	--	178	3	1.7	30	32	5	15.6	9
24	AUX/MERCH	260	25	9.6	11	1	0	0	--	8	3	37.5	--	31	2	6.5	13	194	15	7.7	2	26	5	19.2	3
25	TUG-O	149	10	6.7	18	0	--	--	--	0	--	--	--	16	2	12.5	4	103	5	4.9	15	30	3	10.0	18.5

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with $N < 10$ assigned were not ranked.

Table 6 (Continued)

Category No.	Abbreviation	Total (All Sources) Total Assign N	Total (All Sources) Retained N	Total (All Sources) Retained %	Total (All Sources) Retained Rank Order	Commission Source: Regular — ACAD Total Assign N	ACAD Retained N	ACAD Retained %	ACAD Retained Rank Order	NROTC-SCL Total Assign N	NROTC-SCL Retained N	NROTC-SCL Retained %	NROTC-SCL Retained Rank Order	Commission Source: Reserve — NROTC-CUL Total Assign N	NROTC-CUL Retained N	NROTC-CUL Retained %	NROTC-CUL Retained Rank Order	OCS Total Assign N	OCS Retained N	OCS Retained %	OCS Retained Rank Order	ROC Total Assign N	ROC Retained N	ROC Retained %	ROC Retained Rank Order
Type-Command																									
01	SS	2079	46	2.2	8	3	1	33.3	--	76	6	7.9	6	97	0	0	6.5	1620	22	1.4	8	283	17	6.0	7
02	AIR	1854	112	6.0	6	10	8	80.0	1	148	50	33.8	3	213	6	2.8	5	1299	35	2.7	6	184	13	7.1	6
03	AMPHIB	2427	189	7.8	3	20	13	65.0	3	135	35	25.9	5	318	15	4.7	4	1661	86	5.2	3.5	293	40	13.7	3
04	CRUDES	5711	1080	18.9	1	702	483	68.8	2	695	266	38.3	2	848	93	11.0	1	2976	170	5.7	2	490	68	13.9	2
05	SUB[c]	45	3	6.7	5	0	--	--	--	2	0	0	--	2	1	50.0	--	34	1	2.9	5	7	1	14.3	1
06	SERV	1840	135	7.3	4	7	3	42.9	--	78	22	28.2	4	263	15	5.7	3	1261	65	5.2	3.5	231	30	13.0	4
07	MINE	582	89	15.3	2	54	29	53.7	4	58	27	46.6	1	50	5	10.0	2	357	23	6.4	1	63	5	7.9	5
08	MARCORP	9	1	11.1	--	0	--	--	--	0	--	--	--	3	0	0	--	5	1	20.0	--	1	0	0	--
09	CB	37	0	0	9	0	--	--	--	1	0	0	--	4	0	0	--	25	0	0	9	7	0	0	--
10	MSC	9	0	0	--	0	--	--	--	0	--	--	--	0	--	--	--	8	0	0	--	1	0	0	--
11	STAFF	337	9	2.7	7	0	--	--	--	2	1	50.0	--	16	0	0	6.5	281	7	2.5	7	38	1	2.6	8
	TOTAL	14930	1664	11.1		796	537	67.5		1195	407	34.1		1814	135	7.4		9527	410	4.3		1598	175	11.0	

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 7

Significance Tests of Association Between Assignment Category and Retention

	Commission Source[a]							
	All Sources							
	Duty Type	Unit Type	Type Command	ACAD	NROTC-SCL	NROTC-COL	OCS	ROC
df	26	42	8	4	7	13	26	21
χ^2	816.7*	910.3*	658.1*	6.2[b]	47.8*	35.8*	103.7*	53.4*

Note. Assignment categories with an expected value less than 1.0 or with a frequency of less than 10 were not included in the χ^2 tests.

[a]The χ^2 test calculated separately for each commission source is based on the duty-type categories only.

[b]NS ($p = .18$). Probability calculated according to $p(\chi^2) = \sum_{x=o}^{x'-1} \frac{e^{-m} m^x}{x'}$ where

$m = 1/2\chi^2$ and $x' = 1/2n$ (n--degrees of freedom) (Beyer, W. H. (Ed.). Handbook of Tables for Probability and Statistics. Cleveland, OH: Chemical Rubber Co., 1966, p. 233).

*$p \leq .001$.

Table 8

Intercorrelations Among Commission Sources of Retention Percentages for Assignment Categories

Category	Total (All Sources)	Commission Source: Regular ACAD r	df	Regular NROTC-SCL r	df	Regular NROTC-COL r	df	Reserve OCS r	df	Reserve ROC r	df
Duty-Type (N = 27)											
Total		.318	3	.834**	6	.850***	13	.615***	25	.694***	20
Corrected Total[a]		.221	3	.778*	6	.824***	13	.336*	25	.496**	20
ACAD				-.360	3	.156	3	.117	3	.628	3
NROTC-SCL						.766**	6	.877**	6	.519[a]	6
NROTC-COL								.632**	13	.584**	13
OCS										.278[a]	20
ROC											
$\bar{X}$	7.126	63.480		30.975		6.220		3.426		9.682	
SD	6.413	6.284		14.007		4.626		2.847		9.447	
N[b]	27	5		8		15		27		22	
Unit-Type (N = 43)											
Total		.826*	4	.751***	14	.563**	23	.670***	41	.571***	28
Corrected Total[a]		.645[a]	4	.652**	14	.509**	23	.444**	41	.412*	28
ACAD				.302	4	.294	4	.643[a]	4	.091	4
NROTC-SCL						.120	14	.601**	14	-.075	12
NROTC-COL								.460**	23	.443*	21
OCS										.219	28
ROC											
$\bar{X}$	7.137	61.650		30.188		7.168		3.321		11.033	
SD	6.834	7.921		13.109		5.318		2.770		8.656	
N[b]	43	6		16		25		43		30	

Notes.

1. The raw data from which the correlations were calculated are the percentage retained values for each of the assignment categories.

2. df = number of assignment categories minus two. Only those categories with at least 10 officers assigned entered the calculation of the correlation coefficients for each pair of commission sources.

[a] The spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

[b] Indicates the N of categories, not the N of officers in the sample. Because of instability, categories with less than 10 officers assigned were excluded from the analysis.

[a] $p \leq .10$.
* $p \leq .05$.
** $p \leq .01$.
*** $p \leq .001$.

Table 9

Percentage of Officers Assigned and Retained By Duty-Type Assignment Categories and Commission Source

No.	Category Abbreviation		All Sources RET	All Sources TOT ASG	ACAD RET	ACAD TOT ASG	NROTC-SCL RET	NROTC-SCL TOT ASG	NROTC-COL RET	NROTC-COL TOT ASG	OCS RET	OCS TOT ASG	ROC RET	ROC TOT ASG
01	AIR-SQD/GP	N	4	53	1	1	2	6	0	4	1	34	0	8
		%A	7.5	0.4	100.0	0.1	33.3	0.5	0	0.2	2.9	0.4	0	0.5
		%T	0.2		0.2		0.5		0		0.2		0	
02	STAFF FLT	N	17	619	--	0	1	3	3	41	12	495	1	80
		%A	2.7	4.1	--	--	33.3	0.3	7.3	2.3	2.4	5.2	1.3	5.0
		%T	1.0		--		0.2		2.2		2.9		0.6	
03	CV	N	104	1498	7	9	46	137	5	178	33	1035	13	139
		%A	6.9	10.0	77.8	1.1	33.6	11.5	2.8	9.8	3.2	10.9	9.4	8.7
		%T	6.3		1.3		11.3		3.7		8.0		7.4	
04	AE/AF/AK	N	104	1413	3	6	23	85	14	210	38	950	26	162
		%A	7.4	9.5	50.0	0.8	27.1	7.1	6.7	11.6	4.0	10.0	16.0	10.1
		%T	6.3		0.6		5.7		10.4		9.3		14.9	
05	AMPHIB	N	150	1871	13	20	31	116	11	270	66	1244	29	221
		%A	8.0	12.5	65.0	2.5	26.7	9.7	4.1	14.9	5.3	13.1	13.1	13.8
		%T	9.0		2.4		7.6		8.1		16.1		16.6	
06	CRU-BAT	N	82	822	19	31	26	86	10	107	16	530	11	68
		%A	10.1	5.5	61.3	3.9	30.2	7.2	9.3	5.9	3.0	5.6	16.2	4.3
		%T	4.9		3.5		6.4		7.4		3.9		6.3	
07	DD/DL	N	829	3916	410	592	192	492	62	614	125	1905	40	313
		%A	21.2	26.2	69.3	74.4	39.0	41.2	10.1	33.8	6.6	20.0	12.8	19.6
		%T	49.8		76.4		47.2		45.9		30.5		22.9	
08	DE	N	150	733	49	72	46	111	17	103	23	364	15	83
		%A	20.5	4.9	68.1	9.0	41.4	9.3	16.5	5.7	6.3	3.8	18.1	5.2
		%T	9.0		9.1		11.3		12.6		5.6		8.6	
09	MINLAY	N	2	32	--	0	0	1	0	1	2	27	0	3
		%A	6.3	0.2	--	--	0	0.1	0	0.1	7.4	0.3	0	0.2
		%T	0.1		--		0		0		0.5		0	
10	PC-GUN	N	9	50	5	7	1	2	0	2	2	33	1	6
		%A	18.0	0.3	71.4	0.9	50.0	0.2	0	0.1	6.1	0.3	16.7	0.4
		%T	0.5		0.9		0.2		0		0.5		0.6	
11	MINSWP	N	87	531	29	54	27	56	5	47	21	318	5	56
		%A	16.4	3.6	53.7	6.8	48.2	4.7	10.6	2.6	6.6	3.3	8.9	3.5
		%T	5.2		5.4		6.6		3.7		5.1		2.9	
12	TUG-AUX	N	35	409	0	1	3	8	4	47	20	297	8	56
		%A	8.6	2.7	0	0.1	37.5	0.7	8.5	2.6	6.7	3.1	14.3	3.5
		%T	2.1		0		0.7		3.0		4.9		4.6	
13	RESC-SALV	N	12	108	--	0	0	1	1	12	8	77	3	18
		%A	11.1	0.7	--	--	0	0.1	8.3	0.7	10.4	0.8	16.7	1.1
		%T	0.7		--		0		0.7		2.0		1.7	
14	TEND-REP	N	12	265	--	0	1	9	2	37	8	208	1	31
		%A	4.2	1.9	--	--	11.1	0.8	5.4	2.0	3.8	2.2	3.2	1.9
		%T	0.7		--		0.2		1.5		2.0		0.6	
15	ADVBASE	N	4	84	--	0	--	0	0	3	3	75	1	6
		%A	4.8	0.6	--	--	--	--	0	0.2	4.0	0.8	16.7	0.4
		%T	0.2		--		--		0		0.7		0.6	
16	BASE/DEPOT	N	4	168	--	0	0	2	0	16	1	123	3	27
		%A	2.4	1.1	--	--	0	0.2	0	0.9	0.8	1.3	11.1	1.7
		%T	0.2		--		0		0		0.2		1.7	
17	SYSCOM	N	1	117	1	1	0	1	0	8	0	95	0	12
		%A	0.9	0.8	100.0	0.1	0	0.1	0	0.4	0	1.0	0	0.8
		%T	0.1		0.2		0		0		0		0	
18	AMMO	N	4	153	--	0	2	2	0	4	2	136	0	11
		%A	2.6	1.0	--	--	100.0	0.2	0	0.2	1.5	1.4	0	0.7
		%T	0.2		--		0.5		0		0.5		0	
19	DIPLOM	N	7	41	0	1	3	4	0	1	0	25	4	10
		%A	17.1	0.3	0	0.1	75.0	0.3	0	0.1	0	0.3	40.0	0.6
		%T	0.4		0		0.7		0		0		2.3	

Table 9 (Continued)

No.	Category Abbreviation		All Sources RET	All Sources TOT ASG	ACAD RET	ACAD TOT ASG	NROTC-SCL RET	NROTC-SCL TOT ASG	NROTC-COL RET	NROTC-COL TOT ASG	OCS RET	OCS TOT ASG	ROC RET	ROC TOT ASG
20	CB-SHIPYD	N	0	65	--	0	0	2	0	9	0	43	0	11
		%A	0	0.4	--	--	0	0.2	0	0.5	0	0.5	0	0.7
		%T	0		--		0		0		0		0	
21	OCEANOG	N	8	215	--	0	0	1	0	4	3	178	5	32
		%A	3.7	1.4	--	--	0	0.1	0	0.2	1.7	1.9	15.6	2.0
		%T	0.5		--		0		0		0.7		2.9	
22	STAFF-AMPH/FMF	N	20	309	--	0	0	1	1	27	14	233	5	48
		%A	6.5	2.1	--	--	0	0.1	3.7	1.5	6.0	2.4	10.4	3.0
		%T	1.2		--		0		0.7		3.4		2.9	
23	BUREAU	N	3	403	--	0	1	63	0	23	1	284	1	33
		%A	0.7	2.7	--	--	1.6	5.3	0	1.3	0.4	3.0	3.0	2.1
		%T	0.2		--		0.2		0		0.2		0.6	
24	INTELL	N	0	59	--	0	--	0	0	4	0	51	0	4
		%A	0	0.4	--	--	--	--	0	0.2	0	0.5	0	0.3
		%T	0		--		--		0		0		0	
25	COMM-SECUR	N	8	469	--	0	--	0	0	4	5	363	3	102
		%A	1.7	3.1	--	--	--	--	0	0.2	1.4	3.8	2.9	6.4
		%T	0.5		--		--		0		1.2		1.7	
26	ED-TRA	N	6	380	0	1	0	2	0	34	6	301	0	42
		%A	1.6	2.5	0	0.1	0	0.2	0	1.9	2.0	3.2	0	2.6
		%T	0.4		0		0		0		1.5		0	
27	AIR-STA/TRA	N	2	127	--	0	2	4	0	4	0	103	0	16
		%A	1.6	0.9	--	--	50.0	0.3	0	0.2	0	1.1	0	1.0
		%T	0.1		--		0.5		0		0		0	
	TOTAL	N	1664	14930	537	796	407	1195	135	1814	410	9527	175	1598
		%	11.1		67.5		34.1		7.4		4.3		11.0	

Note. %A--Percentage of assigned RET--Retained
%T--Percentage of Total TOT ASG--Total Assigned

Example from category 01 (AIR-SQD/GP) for OCS source: The one (1) officer retained represents 2.9 percent of 34 officers assigned to the category and 0.2 percent of all OCS officers retained (N = 410). The 34 officers assigned to the category represent 0.4 percent of all OCS officers (N = 9527).

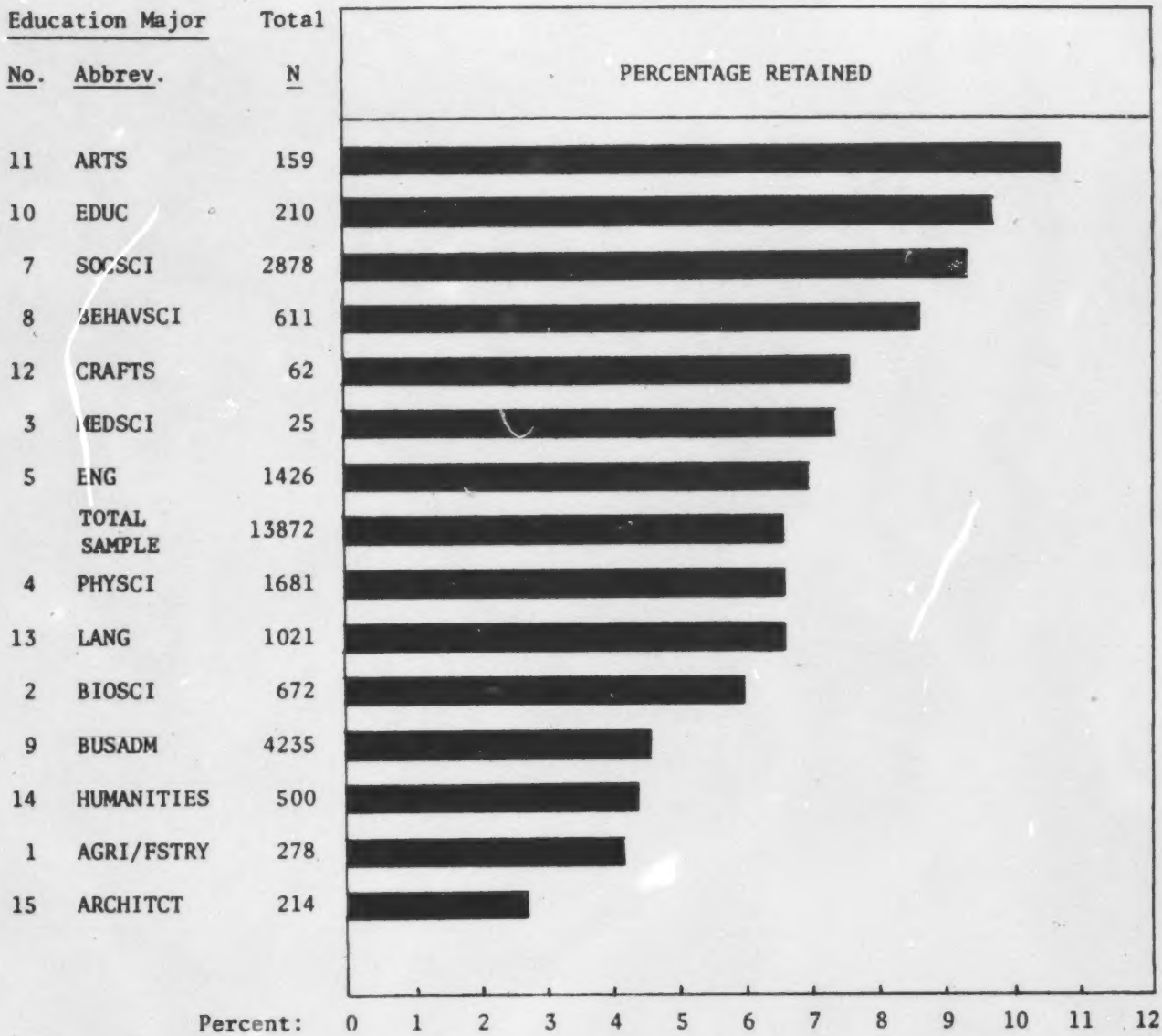

Figure 1. Retention percentages by education major for all commission sources less ACAD combined. (Due to the instability of percentages calculated from small samples, majors represented by N < 10 were excluded from the analysis.

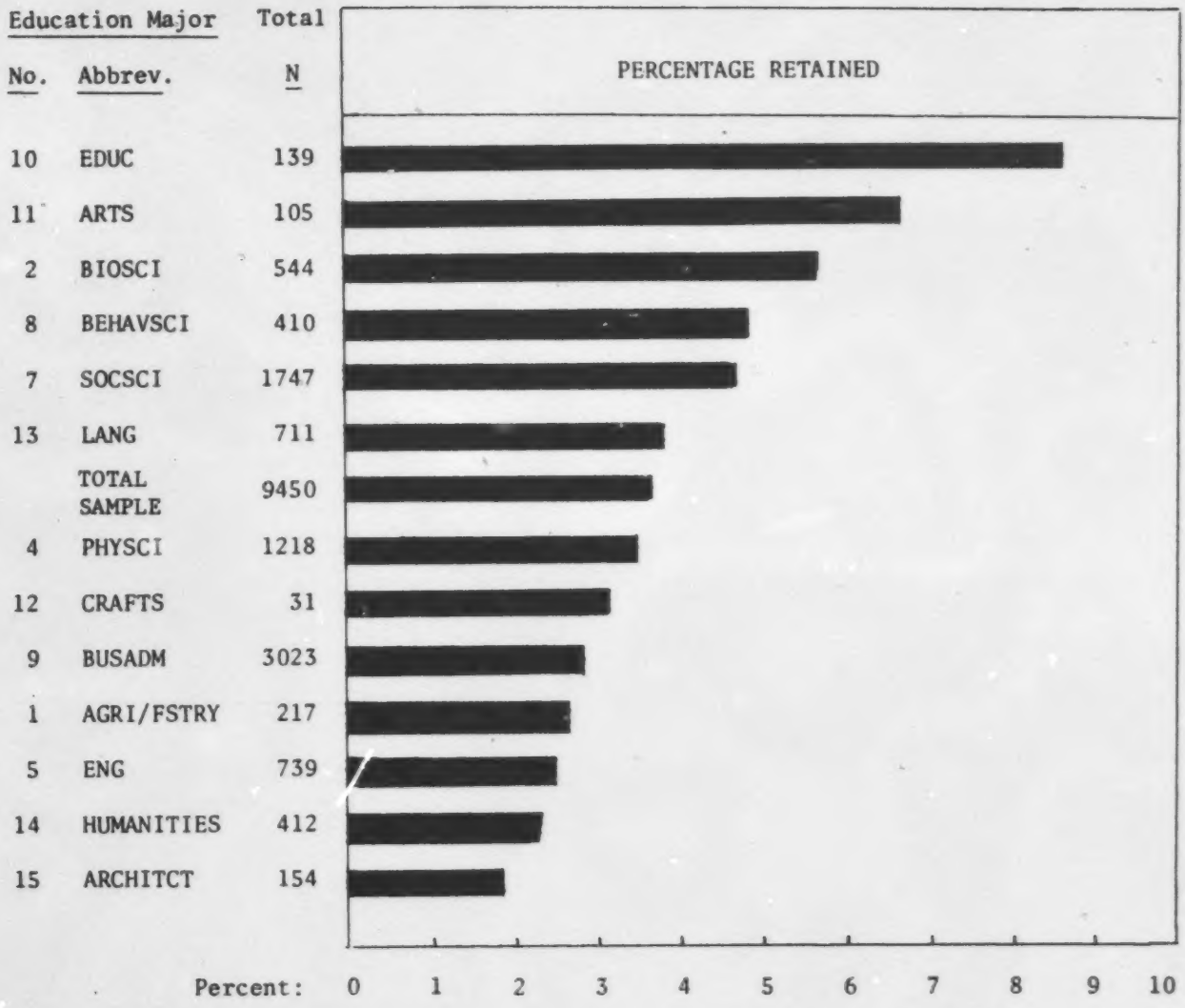

Figure 2. Retention percentages by education major for OCS commission source. (Due to the instability of percentages calculated from small samples, majors represented by N < 10 were excluded from the analysis.

Table 10

Significance Tests of Association Between
Education Major and Retention

	Commission Source						
	All Sources	All Sources Less ACAD	ACAD[a]	NROTC-SCL	NROTC-COL	OCS	ROC
df	14	13	--	7	11	11	12
χ^2	1993.7**	93.7**	—	28.0**	11.2NS	36.5**	27.7*

Note. Education major categories with an expected value less than 1.0 or with a frequency less than 10 were excluded from the χ^2 tests.

[a]The standard Naval Science major accounted for 97 percent of the ACAD officers. All other ACAD major categories were represented by less than 10 officers and were thus excluded from the analysis.

*$p \leq .01$.
**$p \leq .001$.

DISCUSSION AND CONCLUSIONS

The finding that retention is higher for deploying-type units (ships) and lower for stations, staffs, and bureaus seems to contradict results of previous studies (e.g., Muldrow, 1971) in which family separation and extended deployment were identified as factors most negatively related to retention. This does not mean, however, that the career officer considers family separation any less negatively than does the noncareer officer. In a study of junior naval aviators and flight officers, 31 percent of the career officers indicated that they felt family separation was the factor that most negatively affected a Navy career, compared to 35 percent of the noncareer officers (Robertson, 1966). Thus, it appears that other factors exist that compensate for family separation. Career officers may, for example, tolerate family separation to achieve the necessary shipboard professional qualifications.

The usefulness of education major in predicting retention may depend on the way that such majors are categorized. For example, in Part L of the Officer Classification Manual, the broad category of "General Social Science" includes both "Education," which is one of the highest retention categories, and "Business Administration," "Language," and "Humanities," which are some of the lowest (see Figures 1 and 2). Thus, for retention-related purposes, it appears that special categories, other than those used for management personnel accounting, should be developed.

In regard to education major, it should be noted that the retention behavior of officers who major in a particular academic field to acquire teaching skills or credentials is likely to differ from the behavior of those with other purposes in mind. Also, retention may be influenced by the relative availability of jobs in the civilian labor market. For example, at the time of this study, there may have been more job opportunities for Business Administration majors than for Education majors. More study is required with respect to this issue.

When retention results are monitored at the type-command or force level, those TYCOMs with relatively low retention might be assumed to be deficient in their retention efforts. However, since retention differs substantially among the commission sources, TYCOM accountability should be based on the proportion of officers each TYCOM receives from each source.

The prediction of retention behavior, and subsequent development of alternative allocation and selection strategies to increase retention, will probably require data for several subfactors within two of the three major factors of interest to management--assignment patterns and officers' goals. In addition to the two factors analyzed in this study (and for which data were already available on the OMT), it is suggested that pre-and postcommissioning factors affecting retention be identified and measured. Precommissioning factors (in the educational or training program) would include: (1) grades and class standing, (2) attrition within education major, (3) the individual's expressed preferences for the first assignment compared with the recommendations of the Initial Assignment Counselor (IAC), (4) information provided by the detailer (via the IAC) as to the relative availability and desirability of various jobs, and (5) the relative cost of the

various commissioning sources. In regard to retention within education major, the results displayed in Figure 1 might suggest a requirement to increase the proportion of students majoring in, for example, the behavioral/social sciences and decrease the proportion of those majoring in the engineering/physical sciences or business administration. However, if precommissioning attrition is lower in the latter major, such action may not be indicated (especially for Navy funded training). Conversely, higher attrition in the latter major would, of course, lend further support for reallocation decisions.

Postcommissioning factors would include: (1) The identification of the initial assignments in which the opportunity to achieve specified qualifications for professional development is highest (or lowest), (2) optimal (for retention) duration of the first assignment, (3) the relationship between the first and second assignments, (4) evaluated performance on the job, and (5) the interaction between the officer and the detailer. Since a knowledge of the interrelationships, both within and across the pre- and postcommissioning factors (e.g., between education major and performance on the job) may be essential for the development of an effective assignment strategy, special measurement techniques may have to be developed to determine such interrelationships.

Since ACAD retention is already quite high, the investigation of alternative strategies should probably be directed primarily toward the other commission sources. It is, of course, essential that the alternative assignment strategies developed be evaluated on personnel ratios present under various conditions—both wartime and peacetime. For example, in the mid 60s, which was characterized by the high military force levels needed for Vietnam operations, the ratio of regular:reserve inputs to the commission sources was about 1:2. At the present time, which is characterized by low peacetime force levels, the ratio of regular:reserve inputs has reversed—to 2:1. The number of inputs to the two regular sources is about the same, but the number of inputs to the reserve sources has decreased substantially. The motivations of individuals who voluntarily enter the reserve sources during peacetime (i.e., under no pressure to "avoid the draft") may produce increased proportions of reserve officers who desire to apply for augmentation to a regular commission. One finding that is quite clear from this study is that, regardless of regular or reserve source, the same assignment categories produce the highest retention for both types of sources. If more career officers are required from the reserve sources to augment the numbers retained from the regular sources, it appears essential to increase the opportunity for the reserve officers to be assigned to duty categories in which professional qualifications can best be achieved.

In a study of officer procurement, retention, and achievement (OPRA) (Kleinman & Goudreau, 1977), it has been demonstrated, subject to certain assumptions and constraints, that the NROTC-SCH and OCS sources are cost-effective for producing a substantial proportion of total regular officer requirements, and that high ACAD retention may be more important for the submarine warfare community. One of the assumptions was that relative retention rates among the sources would not change. If it could be demonstrated that an alternative assignment strategy would increase retention for NROTC-SCH and OCS, the cost effectiveness of these two sources could be further improved.

Personnel employed by the Navy (and other military services) in technical and professional occupations comprise a substantial proportion of the total labor market (Haber, 1974). The military and civilian sectors compete for these skills of increased demand and limited supply. Many of these skills are reflected in the educational majors of Figure 1 with the lower retention rates. It is important either to validate the requirements for certain education majors with low retention, or to concentrate on those with high retention as the best potential source for career officers.

The officials concerned with officer retention requested that the present study be directed only to the surface warfare officer community. The OPRA study, however, impressively demonstrates the importance of tracking officers from the various commission sources to all warfare (and staff) specialties, since some sources differentially support some specialties (e.g., ACAD for the submarine community) (Kleinman & Goudreau, 1977).

RECOMMENDATIONS

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to measuring the pre- and postcommissioning factors described, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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APPENDIX

SHIP AND STATION CODES AND TYPE COMMANDER (TYCOM) CODES

PART H

Ship and Station Codes
and
Type Commander (TYCOM) Codes

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PART H

SHIP AND STATION CODES

and

TYPE COMMANDER (TYCOM) CODES

1. SHIP AND STATION CODES

a. Ship and Station codes are used in conjunction with NOBC's to identify the type of ship or activity where an officer's qualification or experience, identified by an NOBC, was acquired. They consist of a two-digit number with an alphabetical suffix. The two digits identify a broad category of ships or activities and the suffix indicates a specific type within the broad category; for example, "10" identifies Aircraft Carriers and "10B" identifies Attack Aircraft Carrier (CVA).

b. The Ship and Station code structure is published herein beginning on page H-3.

NOTE: Codes identifying ships and activities which have been deactivated are retained within this code structure so that occupational data previously entered in officer automated records may be interpreted.

2. TYPE COMMANDER (TYCOM) CODES

a. TYCOM codes are entered in the automated records of inactive duty naval personnel (except retired personnel) to identify the type command in which the most significant portion of the individual's active duty was served. The procedures for submission/verification/correction of TYCOM codes for inactive duty naval personnel are prescribed in MAPMISMAN, PART I, (INACTIVE).

b. Objective. The objective for TYCOM coding is two-fold:

(1) Mobilization. Should mobilization occur, to assure that personnel will be assigned to mobilization billets within the type command with which identified while on active duty.

(2) Training. To provide active duty for training in an activity within the type command with which the individual will serve should mobilization occur.

c. Code Structure. TYCOM codes consist of two digits which are explained as follows:

(1) In cases where the activity in which significant experience was gained is a Support, Shore Establishment, or other activity which cannot be identified with a type commander, code "00" is assigned. Activities in this category are identifed by code "00" in the code structure which begins on page H-3.

(2) When significant experience can be identified with a type commander ----------

(a) the first digit reflects the geographical location of the training center to which the individual reports; i.e. "1" if the training center is east of the Mississippi River, or "2" if it is west of the Mississippi River, and ----------

(b) the second digit identifies type command as follows:

0 - Air Forces
1 - Amphibious Forces
2 - Cruiser - Destroyer Forces
3 - Submarine Forces
4 - Service Forces
5 - Mine Forces
6 - Marine Corps
7 - Construction Forces
8 - MSC (formerly MSTS)
9 - Major Staffs

NOTE: The appropriate second digit of the TYCOM code for specific activities may be determined by reference to the code structure which begins on page H-3.

d. Exceptions and General Guidance

(1) Specific exceptions. Reserve personnel attached to units that train and mobilize as units are assigned the TYCOM code of the unit to which attached regardless of active duty background or significant experience. This is applicable to personnel attached to the following type units:

(a) Naval Air Squadrons - TYCOM 10/20
(b) ASW Ship Crews - TYCOM 12/22
(c) Mine Warfare Ship Crews - TYCOM 15/25
(d) CB Divisions - TYCOM 17/27
(e) IUW Divisions - TYCOM 15/25
(f) Naval Personnel with USMC - TYCOM 16/26

(2) General guidance. Some anticipated special cases are set forth below for general guidance to assist in arriving at decisions in other cases which may arise:

(a) Pre-active duty personnel will be given a TYCOM code of 00.

(b) Officers who have not served on active duty as officers may be given the TYCOM code which most nearly reflects their Reserve training experience as a result of affiliation with a Reserve crew or active duty for training.

(c) Personnel who have served in ships not identified with a type commander may be assigned a TYCOM code based upon ship type.

(d) Personnel who have served in a ship as nonrated personnel and subsequently served ashore in some significant capacity as petty officers should be assigned the TYCOM of the ship type.

(e) Personnel who have served in more than one type and equal alternatives exist should be coded with the most recent TYCOM.

(f) Hospital corpsmen and officer medical personnel who have served with the Marine Corps should be coded with a Marine Corps TYCOM regardless of other operational experience.

(g) Ship type alone may be deceptive when arriving at TYCOM designation. Various type commanders have ships generally thought of as belonging to another type. Personal interviews are helpful in these cases.

(h) Personnel who have not served on board ship while on active duty and who lack significant training duty afloat should be given TYCOM code 00.

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SHIP AND STATION CODES

and

TYPE COMMANDER (TYCOM) CODES

(See page H-1 for explanation of these code structures)

SHIP and STA CODE	ACTIVITY	TYCOM CODE (2d digit)*
00		
000	(Used in lieu of station code to signify qualification was not acquired in a naval officer billet)	
01		
010	(Used in lieu of station code to indicate that a qualification is based on significant experience attained through Reserve participation as evaluated and certified by the appropriate Reserve Program Sponsor).	
02	ACORN	0
02A	Acorn	
03	COMMISSIONING DETAILS	00
03A	Commissioning Detail	
03B	Decommissioning Detail	
03C	Ferry Crew	
03D	Shakedown Group	
03Z	Commissioning Details - n.e.c.	
04	ARGUS	
04A	Argus	
05	AIR SERVICE ACTIVITIES	0
05A	Air Barrier Service Squadron	
05B	Carrier Aircraft Service Unit (CASU)	
05C	Fleet Air Base Unit (FABU)	
05D	Fleet Air Service Squadron (FASRON)	
05E	Headquarters Squadron (HEDRON)	
05F	Patrol Aircraft Service Unit (PATSU)	
05G	Scout Observation Service Unit (SOSU)	
05Z	Air Service Activities - n.e.c.	
06	CIRCUS	
06A	Circus	

*Except when "00" is indicated

07		ADVANCED BASE UNITS	1
	07A	CUB	
	07B	DREW	
	07C	LION	
	07D	GROPAC	
	07Z	Advanced Base Units - n.e.c.	
08		STAFF GROUPS	9#
	08A	Air Group/Carrier Air Wing (CVW)/Tactical Electronic Warfare Wing (VAQW)	0
	08B	Air Training Command/Air Training Command Detachment	0
	08C	Barrier Command	0
	08D	Carrier Type - Subordinate Command	0
	08E	Cruiser - Destroyer Force	2
	08F	Cruiser Force	2
	*08G	Cruiser Type - Subordinate Command	2
	08H	Destroyer Force	2
	*08J	Destroyer Type - Subordinate Command	2
	08K	Force Command (except 85L)	9
	*08L	Minecraft Type - Subordinate Command	5
	08M	Mine Force/Mine Warfare	5
	08N	Operational Control Center	9
	*08P	Radar Picket - Subordinate Command	2
	08Q	Reserve Fleet	9
	08R	Service Force Command	4
	*08S	Service Craft Type - Subordinate Command	4
	08T	Submarine Force	3
	*08U	Submarine Type - Subordinate Command	9
	08V	Task Force	9
	[illegible]	Task Group Command	9
	08X	Training Command (other than Aviation)	00
	08Y	Joint Force Command - Joint Task Force	9
	08Z	Staff Groups - n.e.c.	
09		MAJOR STAFFS	9#
	09A	Naval Air Force Command	0
	09B	Commander Fleet Air Wing (FAW)	0
	09C	Commander Airborne Early Warning Wing	0
	09D	Commander Heavy Attack Wing	0
	09E	Commander Utility Wing	0
	09F	Commander Fleet Airship Wing	0
	09G	Fleet Air Command	0
	09H	Fleet Command; CINCPAC; CINCLANT	9
	09J	Naval Air Transport Wing	0
	09K	Joint Fleet Command and Staff	9
	09L	Commander Carrier Airborne Early Warning Wing	0
	09M	Commander Light Attack Wing	0
	09N	Commander Fighter Wing	0
	09P	Commander Training Wing	0
	09Q	Commander Medium Attack Wing	0

*Includes Flotilla, Squadron, Division, etc.

#One or more exceptions exist within the major groupings

	09R	Fleet Tactical Support Wing/Reserve Tactical Support Wing		0
	09S	Commander Patrol Wing		0
	09T	Commander Air Antisubmarine Wing		0
	09Z	Major Staffs - n.e.c.		
10		AIRCRAFT CARRIERS		0
	10A	CV	Aircraft Carrier	
	10B	CVA	Attack Aircraft Carrier	
	10C	CVAN	Attack Aircraft Carrier (nuclear propulsion)	
	10D	CVB	Aircraft Carrier, Large	
	10E	CVHA	Assault Helicopter Aircraft Carrier	
	10F	CVS	ASW Support Aircraft Carrier	
	10G	CVT	Training Aircraft Carrier	
	10Z		Aircraft Carriers - n.e.c.	
11		AIRCRAFT, CARRIER TYPE		0
	11A	HS/HSL	Helicopter Antisubmarine Squadron or Detachment/ Light Airborne Multi-Purpose System	
	11B	VA	Attack Squadron	
	11C	VA (AW)	All Weather Attack Squadron or Detachment	
	11D	VAH	Heavy Attack Squadron or Detachment	
	11E	VAW/RVAW	Carrier Airborne Early Warning Squadron or Detachment/ Carrier Airborne Early Warning Training Squadron	
	11F	VF/VSF	Fighter Squadron/Antisubmarine Fighter Squadron	
	11G	VFP	Light Photographic Squadron	
	11H	VF UF (AW)	All Weather Fighter Squadron	
	11J	VS	Air Antisubmarine Squadron	
	11K	RVAH	Reconnaissance Attack Squadron or Detachment	
	11L	VAL	Light Attack Squadron or Detachment	
	11M	VAQ	Tactical Electronic Warfare Squadron or Detachment	
	11Z		Aircraft, Carrier Types - n.e.c.	
12		ESCORT AIRCRAFT CARRIERS		0
	12A	CVE	Aircraft Carrier Escort	
	12B	CVHE	Escort Helicopter	
	12C	CVL	Aircraft Carrier, Small	
	12D	CVU	Utility Aircraft Carrier	
	12Z		Escort Aircraft Carriers - n.e.c.	
13		AIRCRAFT, LIGHTER-THAN-AIR		0
	13A	ZP	Airship Squadron or Detachment	
	13B	ZW	Airship Early Warning Squadron or Detachment	
	13Z		Aircraft, Lighter-Than-Air-n.e.c.	
14		AIRCRAFT, MISCELLANEOUS		0
	14A	HC/HU	Helicopter Combat Support Squadron or Detachment/ Helicopter Utility Squadron or Detachment	
	14B	VR	Air Transport Squadron	
	14C	VRC	Fleet Tactical Support Squadron	
	14D	VRF	Aircraft Ferry Squadron	
	14E	VC/VU	Fleet Composite Squadron or Detachment/Utility Squadron or Detachment	
	14F		Rescue Squadron	
	14G		Scouting Squadron	
	14H		Special Task Air Group Squadron (STAGRON)	

	14J	VO	Observation Squadron or Detachment	
	14K	HAL	Helicopter Light Attack Squadron or Detachment	
	14L	HM	Helicopter Mine Countermeasures Squadron or Detachment	
	14Z		Aircraft, Miscellandous - n.e.c.	
15		AIRCRAFT, PATROL TYPE		0
	15A	VAHM	Attack Mining Squadron	
	15B	VAP	Heavy Photographic Squadron	
	15C	VCP	Composite Photographic Squadron	
	15D	VP	Patrol Squadron	
	15E	VQ	Fleet Air Reconnaissance Squadron (ECM)	
	15F	VW	Airborne Early Warning Squadron	
	15G		Airborne Early Warning Barrier Squadron	
	15Z		Aircraft, Patrol Type - n.e.c.	
16		AMMUNITION SHIPS		
	16A	AE	Ammunition Ship	
	16Z		Ammunition Ships - n.e.c.	
17		AMPHIBIOUS VESSELS, LARGE		1
	17A	LFR	Inshore Fire Support Ship	
	17B	KDC	Target Drone Control Ship	
	17C	LHA	Amphibious Assault Ship (general purpose)	
	17D	LPD	Amphibious Transport Dock	
	17E	LPH	Amphibious Assault Ship	
	17F	LSD	Dock Landing Ship	
	17G	LSFF	Flotilla Flagship Landing Ship	
	17H	LSIL	Infantry Landing Ship, Large (formerly LCIL)	
	17J	LSM	Landing Ship, Medium	
	17K	LSMR	Medium Landing Ship (Rocket)	
	17L	LSSL	Support Landing Ship, Large Mk III	
	17M	LST	Tank Landing Ship	
	17N	AKR	Vehicle Cargo Ship	
	17P	LCC	Amphibious Command Ship	
	17R	LKA	Amphibious Cargo Ship	
	17S	LPA	Amphibious Transport	
	17T	LPR	Amphibious Transport (small)	
	17Z		Amphibious Vessels, Large - n.e.c.	
18		AMPHIBIOUS VESSELS, SMALL; SMALL TRANSPORT		
	18A	APC	Small Coastal Transport	1
	18B		(intentionally left blank)	
	18C	LCFF	Landing Craft, Infantry (Flotilla Flagship)	
	18D	LCIG	Landing Craft, Infantry	
	18E	LCIM	Landing Craft, Infantry (Mortar)	
	18F	LCIR	Landing Craft, Infantry (Rocket)	
	18G	LCM	Landing Craft, Mechanized	
	18H	LCPL	Landing Craft, Personnel, Large	
	18J	LCPN	Landing Craft, Personnel (Nested)	

#One or more exceptions exist within the major grouping.

	18K	LCPR	Landing Craft, Personnel, Ramped	
	18L	LCR	Landing Craft, Rubber	
	18M	LCS	Landing Craft, Support	
	18N	LCSL	Landing Craft, Infantry (Support)	
	18P	LCT	Landing Craft, Tank	
	18Q	LCU	Landing Craft, Utility	
	18R	LCV	Landing Craft, Vehicle	
	18S	LCVP	Landing Craft, Vehicle, Personnel	
	18T	LSU	Landing Ship, Utility	
	18U	LVT	Landing Vehicle, Tracked (Unarmored)	
	18V	LVTA	Landing Vehicle, Tracked (Armored)	
	18Z		Amphibious Vessels, Small; Small Transport - n.e.c.	
19		BATTLESHIPS		2
	19A	BB	Battleship	
	19B	BBG	Guided Missile Capital Ship	
	19C	CB	Large Cruiser	
	19D	CBC	Large Tactical Command Ship	
	19Z		Battleships - n.e.c.	
20		CARGO, PROVISION, AND GENERAL STORES ISSUE SHIPS, ETC.		4#
	20A	AF	Store Ship	
	20B	AFS	Combat Store Ship	
	20C	AK	Cargo Ship	
	20D	AKA	Cargo Ship, Attack	1
	20E	AKD	Cargo Ship, Dock	
	20F	AKL	Light Cargo Ship	
	20G	AKN	Net Cargo Ship	
	20H	AKS	Stores Issue Ship	
	20J	AKV	Cargo Ship and Aircraft Ferry	
	20K	AVS	Aviation Supply Ship	
	20L	AVT	Auxiliary Aircraft Transport	8
	20Z		Cargo, Provision, and General Stores Issue Ships - n.e.c.	
21		CRUISERS, HEAVY		2
	21A	CA	Heavy Cruiser	
	21B	CAG	Guided Missile Heavy Cruiser	
	21C	CG	Guided Missile Cruiser	
	21D	CGN	Guided Missile Cruiser (nuclear propulsion)	
	21Z		Cruisers, Heavy - n.e.c.	
22		CRUISERS, LIGHT		2
	22A	CL	Light Cruiser	
	22B	CLAA	Antiaircraft Light Cruiser	
	22C	CC, CLC	Command Ship/Tactical Command Ship	
	22D	CLG	Guided Missile Light Cruiser	
	22Z		Cruisers, Light - n.e.c.	
23		DESTROYERS		2
	23A	DD	Destroyer	

One or more exceptions exist within the major grouping.

	23B	DDC	Corvette	
	23C	DDE	Antisubmarine Destroyer (Escort Destroyer)	
	23D	DDG	Guided Missile Destroyer	
	23E	DDR	Radar Picket Destroyer	
	23F	DL	Frigate	
	23G	DLG	Guided Missile Frigate	
	23H	DLGN	Guided Missile Frigate (nuclear propulsion)	
	23Z		Destroyers - n.e.c.	
24		DESTROYER ESCORT VESSELS		2
	24A	DE	Escort Ship	
	24B	DEC	Combat Vessel	
	24C	DER	Radar Picket Escort Ship	
	24D	DEG	Guided Missile Escort Ship	
	24Z		Destroyer Escort Vessels - n.e.c.	
25		DISTRICT CRAFT, MISCELLANEOUS		4#
	25A		Barges	
	25B		Lighters	
	25C		Tugs, Harbor	
	25D		Floating Construction Equipment	7
	25E		(Intentionally left blank)	
	25F	AMB	Harbor Minesweeper	5
	25G		(Intentionally left blank)	
	25H	YDT	Diving Tender (non-self-propelled)	
	25J	YFB	Ferryboat or Launch (self-propelled)	
	25K	YMP	Motor Mine Planter	
	25L	YSD	Seaplane Wrecking Derrick (self-propelled)	
	25M	YSP	Salvage Pontoon	
	25N	YV	Drone Aircraft Catapult Control Craft (self-propelled)	
	25Z		District Craft, Miscellaneous - n.e.c.	
26		DRYDOCKS		4
	26A	ABD	Advance Base Dock	
	26B	ABSD	Advance Base Sectional Dock	
	26C	AFD	Mobile Floating Drydock	
	26D	AFDB	Large Auxiliary Floating Dry Dock (non-self-propelled)	
	26E	AFDL	Small Auxiliary Floating Dry Dock (non-self-propelled)	
	26F	AFDM	Medium Auxiliary Floating Dry Dock (non-self-propelled)	
	26G	ARD/ARDM	Auxiliary Repair Dry Dock (non-self-propelled)/Medium Auxiliary Repair Dry Dock (non-self-propelled)	
	26H	ARDC	Repair Dock, Concrete	
	26J	YFD	Yard Floating Dry Dock (non-self-propelled)	
	26K	YRDH	Floating Dry Dock Workship (hull) (non-self-propelled)	
	26L	YRDM	Floating Dry Dock Workship (machine) (non-self-propelled)	
	26Z		Drydocks - n.e.c.	
27		GUNBOATS		2#
	27A	PCE	Patrol Escort	
	27B	PCEC	Control Escort (180')	

One or more exceptions exist within the major grouping.

	27C	PCER	Patrol Rescue Escort	
	27D	PF	Patrol Escort	
	27E	PG	Patrol Combatant	
	27F	PGM	Gunboat, Motor	1
	27G	PR	River Gunboat	1
	27H	PGH	Patrol Gunboat (hydrofoil)	1
	27J	PHM	Patrol Combatant Missile (hydrofoil)	
	27Z		Gunboats - n.e.c.	
28		HOSPITAL SHIPS		4
	28A	AH	Hospital Ship	
	28Z		Hospital Ships - n.e.c.	
29		MINELAYERS		5
	29A	ACM	Auxiliary Minelayer	
	29B	CM	Minelayer	
	29C	MCS	Mine Countermeasures Ship	
	29D	MMA	Minelayer, Auxiliary	
	29E	MM	Minelayer	
	29F	MMF	Minelayer, Fleet	
	29Z		Minelayers - n.e.c.	
30		MINELAYERS, COASTAL		5
	30A	CMC	Minelayer, Coastal	
	30B	MMC	Minelayer, Coastal	
	30Z		Minelayers, Coastal - n.e.c.	
31		MINELAYERS, LIGHT		5
	31A	MMD	Minelayer, Fast (formerly DM)	
	31Z		Minelayers, Light - n.e.c.	
32		MINESWEEPERS		5
	32A	AM	Large Minesweeper	
	32B	MSF	Minesweeper, Fleet (steel hull)	
	32C	MSO	Minesweeper, Ocean (nonmagnetic)	
	32D	MSS	Minesweeper, Special (device)	
	32Z		Minesweepers - n.e.c.	
33		MINESWEEPERS, COASTAL		5
	33A	AMC	Coastal Minesweeper	
	33B	AMCU	Minehunter	
	33C	AMS	Motor Minesweeper	
	33D	MHA	Minehunter Auxiliary	
	33E	MHC	Minehunter, Coastal	
	33F	MSA	Minesweeper, Auxiliary	
	33G	MSB	Minesweeping Boat	
	33H	MSC	Minesweeper, Coastal (nonmagnetic)	
	33J	MSCO	Minesweeper, Coastal (old)	
	33K	MSI	Minesweeper, Inshore	
	33Z		Minesweepers Coastal - n.e.c.	

34		MINESWEEPERS, HIGH-SPEED		5
	34A	DMS	High-Speed Minesweeper (Minesweeper Destroyer)	
	34Z		Minesweepers, High-Speed - n.e.c.	
35		MISCELLANEOUS AUXILIARIES AND MERCHANT SHIPS		4
	35A	AB	Crane Ship	
	35B	AG/EAG/YAG	Miscellaneous Auxiliary	
	35C	AGB	Icebreaker	
	35D	AGC	Amphibious Force Flagship	
	35E	AGDE	Escort Research Ship	
	35F	AGEH	Hydrofoil Research Ship	
	35G	AGMR	Major Communications Relay Ship	
	35H	AGOR	Oceanographic Research Ship	
	35J	AGR	Radar Picket Ship (formerly YAGR)	
	35K	AGS	Surveying Ship	
	35L	AGSC	Coastal Surveying Ship	
	35M	AGSL	Satellite Launching Ship	
	35N	AVC	Catapult Lighter	
	35P	AW	Distilling Ship	
	35Q	AGTR	Technical Research Ship (See 86B)	
	35R	NR	Submersible Research Vehicle (nuclear propulsion)	
	35S	AGER	Environmental Research Ship	
	35T	ARC	Cable Repairing Ship	
	35U	DSV/DSRV	Deep Submergence Vehicle	
	35W	AGDS	Deep Submergence Support Ship	
	35Z		Auxiliaries and Merchant Ships - n.e.c.	
36		MOTOR TORPEDO BOAT TENDERS		2
	36A	AGP	Patrol Craft Tender	
	36Z		Motor Torpedo Boat Tenders - n.e.c.	
37		MOTOR TORPEDO BOAT SUBMARINE CHASERS		2#
	37A	PT	Motor Torpedo Boat	
	37B	PTC	Motorboat Submarine Chaser	
	37C	PTF	Fast Patrol Craft	1
	37Z		Motor Torpedo Boat Submarine Chasers - n.e.c.	
38		NET VESSELS		5
	38A	ANL	Net Laying Ship (formerly AN)	
	38B	YNG	Gate Craft (non-self-propelled)	
	38C	YNT	Net Tender (Tug Class)	
	38Z		Net Vessels - n.e.c.	
39		OILERS, FUEL OIL TANKERS, AND GASOLINE TANKERS		4
	39A	AO	Oiler	
	39B	AOE	Fast Combat Support Ship	
	39C	AOG	Gasoline Tanker	
	39D	AOR	Replenishment Oiler	
	39Z		Oilers, Fuel Oil Tankers, and Gasoline Tankers - n.e.c.	

One or more exceptions exist within the major grouping.

40		PATROL VESSELS		2
	40A	PE	Eagle Boat	
	40B		(Intentionally left blank)	
	40C	PYC	Yacht, Coastal	
	40Z		Patrol Vessels - n.e.c.	
41		REPAIR SHIPS		4
	41A	AR	Repair Ship	
	41B	ARB	Battle Damage Repair Ship	
	41C	ARG	Internal Combustion Engine Repair Ship	
	41D	ARH	Heavy Hull Repair Ship	
	41E	ARL	Landing Craft Repair Ship	
	41F	ARV	Aircraft Repair Ship	
	41G	ARVA	Aircraft Repair Ship (aircraft)	
	41H	ARVE	Aircraft Repair Ship (engine)	
	41J	YR	Floating Workshop (non-self-propelled)	
	41K	YRB	Repair and Berthing Barge (non-self-propelled)	
	41L	YRL	Covered Lighter Repair	
	41M	YRBM	Repair, Berthing and Messing Barge (non-self-propelled)	
	41Z		Repair Ships - n.e.c.	
42		RESCUE VESSELS, SUBMARINE		3
	42A	ASR	Submarine Rescue Ship	
	42Z		Rescue Vessels, Submarine - n.e.c.	
*		RIVERINE WARFARE CRAFT (See page H-26)		1
43		SALVAGE AND RESCUE VESSELS		4
	43A	ARS	Salvage Ship	
	43B	ARSD	Salvage Lifting Ship	
	43C	ARST	Salvage Craft Tender	
	43D	ATR	Ocean Tug, Rescue	
	43E	ATS	Salvage and Rescue Ship	
	43Z		Salvage and Rescue Vessels - n.e.c.	
44		SUBMARINES		3#
	44A	AGSS	Auxiliary Submarine	1
	44B	AKSS	Cargo Submarine (formerly ASSA)	
	44C	AOSS	Submarine Oiler	
	44D	LPSS	Amphibious Transport Submarine (formerly APSS & ASSP)	1
	44E	SS	Submarine	
	44G	SSBN	Fleet Ballistic Missile Submarine (nuclear propulsion)	
	44H	SSG	Guided Missile Submarine	
	44J	SSGN	Guided Missile Submarine, Nuclear	
	44K	SSK	Antisubmarine Submarine	
	44L	SSN	Submarine (nuclear propulsion)	
	44M	SSR	Radar Picket Submarine	
	44N	SSRN	Radar Picket Submarine, Nuclear	
	44P	SST	Target and Training Submarine (self-propelled)	
	44Q	SSX	Submarine, Experimental	
	44Z		Submarines - n.e.c.	

*This group applicable to TYCOM code structure only
#One or more exceptions exist within the major grouping.

45		SUBMARINE CHASERS, LARGE		2
	45A	PC	Submarine Chaser	
	45B	PCC	Control Submarine Chaser	
	45Z		Submarine Chasers - n.e.c.	
46		SUBMARINE CHASERS AND PATROL CRAFT, SMALL		2
	46A	PCH	Patrol Craft (hydrofoil)	
	46B	PCS	Patrol Craft, Submarine	
	46C	PCSC	Control Submarine Chaser (136')	
	46D	SC	Submarine Chaser (110')	
	46E	SCC	Control Submarine Chaser (110')	
	46F	YP	Patrol Craft (self-propelled)	
	46Z		Submarine Chasers and Patrol Craft, Small - n.e.c.	
47		TENDERS, DESTROYER		2
	47A	AD	Destroyer Tender	
	47B	ADG	Degaussing Ship	
	47Z		Tenders, Destroyer - n.e.c.	
48		TENDERS, SEAPLANE, LARGE		0
	48A	AV	Seaplane Tender	
	48B	AVB	Advance Aviation Base Ship	
	48C	AVM	Guided Missile Ship	
	48Z		Tenders, Seaplane, Large - n.e.c.	
49		TENDERS, SEAPLANE, SMALL		0
	49A	AVD	Seaplane Tender (Destroyer)	
	49B	AVP	Seaplane Tender, Small	
	49Z		Tenders, Seaplane, Small - n.e.c.	
50		TENDERS, SUBMARINE		3
	50A	AS	Tender, Submarine (conventional and nuclear)	
	50B		(Intentionally left blank)	
	50C		Tender, Submarine (FBM)	
	50Z		Tenders, Submarine - n.e.c.	
51		TRANSPORTS		8#
	51A	AP	Transport	
	51B	APA	Transport, Attack	1
	51C	APB	Self-Propelled Barracks Ship	4
	51D	APH	Evacuation Transport	
	51E	APL	Barracks Craft (non-self-propelled)	4
	51F	APV	Transport and Aircraft Ferry	
	51G		United States Naval Ships (USNS) (MSC (formerly MSTS))	
	51Z		Transports - n.e.c.	

One or more exceptions exist within the major grouping.

52		TRANSPORTS, HIGH-SPEED	1
	52A	APD — High-Speed Transport (Destroyer Transport)	
	52Z	Transport, High-Speed - n.e.c.	
53		TUGS, OCEAN-GOING	4
	53A	ATA — Auxiliary Ocean Tug	
	53B	ATF — Fleet Ocean Tug	
	53C	(Intentionally left blank)	
	53Z	Tugs, Ocean-Going - n.e.c.	
54		ADVANCED AIR BASES AND STATIONS (OUTSIDE CONTINENTAL UNITED STATES)	0
	54A	Air Base Command (Advanced)	
	54B	Naval Air Station (Advanced)	
	54Z	Advanced Air Bases and Stations (outside Continental U.S.) - n.e.c.	
55		ADVANCED BASES, STATIONS, AND ACTIVITIES (OUTSIDE CONTINENTAL UNITED STATES)	00#
	55A	Advanced Naval Base	
	55B	Advanced Naval Facility	
	55C	Advanced Naval Station	
	55D	Commander Headquarters Support Activity (COMHEDSUPPACT)	
	55E	Commander Submarine Command Northeastern Atlantic and Mediterranean (COMSUBCOMNELM)	3
	55F	Fleet Activity (except Yokosuka)	
	55G	Headquarters Support Activity (HEDSUPPACT)	
	55H	Military Government	
	55J	Naval Activity and/or Detachment - Housing Activity, Yokohama	
	55K	Special Support Group, Commander Naval Forces Far East	
	55L	Submarine Base	3
	55M	Advanced Support Activity/Facility	
	55Z	Advanced Bases, Stations, and Activities (outside Continental U.S.) - n.e.c.	
56		NAVAL AIR SYSTEMS COMMAND	0
	56A	Naval Air Systems Command Headquarters	
	56Z	Naval Air Systems Command - n.e.c.	
57		AIR ACTIVITIES (EXCEPT ASSEMBLY, REPAIR, AND EXPERIMENTAL)	0
	57A	Aircraft Delivery Unit	
	57B	Air Mobile Training Group	
	57C	Air Technical Service Facility	
	57D	Aviation Supply Office	
	57E	Aviation Cadet Selection Board	
	57F	Aviation Facility (includes overseas)	
	57G	(Intentionally left blank)	
	57H	Fleet Air Gunnery Unit	
	57J	Logistic Support Wing	
	57K	Military Airlift Command	
	57L	Combat Camera Group	
	57M	Motion Picture Liaison Office	

One or more exceptions exist within the major grouping.

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	57N	Naval Aircraft Factory	
	57P	Naval Aircraft Material or Engineering Center	
	57Q	Naval Air Test Center	
	57R	Naval Air Test Facility	
	57S	Overseas Air Cargo Terminal/Navy Transportation Coordinating Office	
	57T	Photographic Center/Laboratory	
	57U	Reconnaissance and Technical Support Center	
	57Z	Air Activities (except Assembly, Repair, and Experimental) - n.e.c.	
58		AIRCRAFT ASSEMBLY AND REPAIR, AND EXPERIMENTAL AVIATION	0
	58A	Advanced Underseas Weapons (Modified) Shop	
	58B	Aeronautical Electronics and Electrical Laboratory	
	58C	Air Antisubmarine Warfare Development Squadron	
	58D	Aircraft Service Center	
	58E	Air Turbine Test Station	
	58F	Aviation Armament Laboratory	
	58G	Aviation Engineering Service Unit	
	58H	Aviation Repair and or Overhaul Unit (Advanced or Continental U.S.) Naval Air Rework Facility	
	58J	Avionics Facility	
	58K	Electronics Test Division (Naval Air Test Center)	
	58L	(Intentionally left blank)	
	58M	Naval Aeronautical Rocket Laboratory	
	58N	Naval Air Development Center or Unit	
	58P	Naval Air Ordnance Test Center (NAOTC)	
	58Q	Naval Air Rocket Test Station	
	58R	Naval Aviation Engineering/Electronics Service Unit (NAESU)	
	58S	Night Development Squadron (formerly Night Attack Combat Training Unit (NACTU))	
	58T	Aerospace Recovery Facility (formerly Parachute Facility)/Parachute Test Range	
	58U	Special Weapons Tactical Testing Experimental Unit	
	58V	Air Development Squadron or Detachment (VX, VXE, VXN)	
	58W	Naval Air Space Systems Activity	
	58Z	Aircraft Assembly and Repair, and Experimental Aviation - n.e.c.	
59		AIR BASES AND STATIONS (CONTINENTAL UNITED STATES)	0
	59A	Acceptance Training and Transfer Unit (ACTTU)	
	59B	Advanced Base Aviation Training Unit	
	59C	Airborne Early Warning Training Unit	
	59D	Airship Training and Experimental Command (ZNATEC)	
	59E	Air Technical Training Unit	
	59F	Aviation Publications Training Center	
	59G	Coast Guard Air Base	
	59H	Fleet Airborne Electronics Training Unit (FAETU)/Fleet Aviation Specialized Operational Training Group (FASOTRAGRU)	
	59J	Fleet All Weather Training Unit (FAWTU)	
	59K	Heavy Attack Training Unit (HATU)	
	59L	Helicopter Training Squadron	
	59M	Lighter-than-Air Base	
	59N	Marine Corps Air Station (includes Auxiliary Air Station)	
	59P	Naval Air Base	
	59Q	Naval Air Reserve Unit or Center	
	59R	Naval Air Station (includes Auxiliary Landing Fields)	

	59S	Naval Air Technical Training Center	
	59T	Naval Auxiliary Air Station (NAAS)	
	59U	Naval Reserve Aviation Base	
	59V	(Intentionally left blank)	
	59W	Training Squadron	
	59Z	Air Bases and Stations (Continental United States) - n.e.c. (See 91K)	
60		AMMUNITION, BOMB, AND EXPLOSIVE ACTIVITIES	00#
	60A	Ammunition Depot	
	60B	Explosive Investigation Laboratory or Mobile Unit	
	60C	Explosive Ordnance Disposal Technical Center/Facility	
	60D	Explosive Ordnance Disposal Group/Unit/Detachment	
	60E	Magazine	
	60F	Propellant Plant (formerly Powder Factory)	
	60G	(Intentionally left blank)	
	60Z	Ammunition, Bomb, and Explosive Activities - n.e.c.	
61		ARMY, NAVY, AND AIR FORCE JOINT ACTIVITIES, N.E.C.	00
	61A	Air Force Base and Facility	
	61B	Defense Atomic Support Agency/Defense Nuclear Agency	
	61D	Headquarters Command	
	61E	Joint Chiefs of Staff	
	61F	Defense Mapping Agency	
	61G	Defense Investigative Service/Unit	
	61H	Joint Casualty Resolution Center	
	61N	National Security Agency	
	61P	Office of the Secretary of Defense	
	61Q	Panama Canal Company	
	61R	Special Duty, Air Force	
	61S	Special Duty, Army	
	61T	Armed Forces Examining and Entrance Station (AFEES)	
	61Z	Army, Navy, and Air Force Joint Activities - n.e.c.	
62		DEPOTS, STOREHOUSES, STORES, AND SUPPLIES	00
	62A	Finance Office (formerly Accounts Disbursing Office)	
	62B	Air Logistics Control Office	
	62C	Cargo Handling Battalion/Port Group	
	62D	Clothing and Textile Office or Depot	
	62E	Commissary Store	
	62F	Electronics Supply Office	
	62G	Fleet Aviation Accounting Office	
	62H	Forms Publication Supply Office	
	62J	General Stores Supply Office	
	62K	Consolidated Household Goods Shipping Office	
	62L	Petroleum Activity - Fuel Supply Office, Depot or Annex	
	62M	(Intentionally left blank)	
	62N	Navy Consolidated Surplus Sales Office	
	62P	Navy Exchange	
	62Q	Navy Subsistence Office/Food Management Teams (NFDMGMT TM)	
	62R	Polaris Material Office	
	62S	Material Industrial Resources Office (formerly: Production Equipment Control Office)	
	62T	Purchasing/Procurement Office/Procurement Training Component	
	62U	Ships Parts Center	
	62V	Single Manager Activity - Supply Agency	

#One or more exceptions exist within the major grouping.

	62W	Supply Center	
	62X	Supply Depot	
	62Y	Joint Supply Activity/Defense Contract Administration Services (DCAS)/Defense Subsistence Region	
	62Z	Depots, Storehouses, Stores, and Supplies - n.e.c.	
63		(Intentionally left blank)	
64		ALLIED COMMANDS	9
	64A	Commander in Chief United Nations Command/Commander U.S. Forces Korea	
	64B	Iceland Defense Force	
	64C	NATO Command - Central Europe	
	64D	NATO Command - Eastern Atlantic	
	64E	NATO Command - Functional	
	64F	NATO Command - Mediterranean Area	
	64G	NATO Command - Northern Europe	
	64H	NATO Command - Southern Europe	
	64J	NATO Command - Western Atlantic	
	64K	NATO Military Agency	
	64L	Southeast Asia Treaty Organization (SEATO)	
	64M	Supreme Allied Commander Atlantic (SACLANT)	
	64N	Supreme Allied Commander Europe (SACEUR)	
	64P	United Nations Emergency Force	
	64Q	U.S./Canadian Command (Commander in Chief North American Air Defense Command)	
	64Z	Allied Commands - n.e.c.	
65		MILITARY SEALIFT COMMAND, SHIP MOVEMENTS, AND HARBOR OPERATION ACTIVITIES	8
	65A	Armed Guard Center	
	65B	Convoy Center	
	65C	Marine Superintendent's Office	
	65D	Military Sealift Command (formerly MSTS)	
	65E	MSC Area	
	65F	MSC Office/Unit	
	65G	MSC Subarea	
	65H	Naval Control of Shipping	
	65J	Naval Port Control	
	65K	Port Director	
	65L	Port Facilities	
	65Z	MSC, Ship Movements, and Harbor Operation Activities - n.e.c.	
66		DIPLOMATIC AND FOREIGN LIAISON (ATTACHES, ADVISORS, MISSIONS, AND OBSERVERS)	00
	66A	Advisor	
	66B	Defense Attache Systems	
	66C	Exchange Officer Foreign Government	
	66D	Liaison with Foreign Government	
	66G	Observer	
	66H	Transfer Team/Military Assistance Program Ship Training Team	
	66J	United Nations Command Military Armistice Commission (UNCMAC)	
	66K	United Nations Representative	

	6-L*	Attache
	6-M*	Military Assistance Advisory Group (MAAG)
	6-N*	Mission

*Note: The second character of Ship and Station codes 6-L, 6-M, and 6-N reflects the geographical area as follows:

A-Africa	M-Europe, Eastern
E-Asia	N-Near East
H-Australia and East Indies	R-North America, Central America, West Indies
J-Europe, Northern	T-Philippines
K-Europe, Western	W-South America
L-Europe, Southern	(Example: 6EM is code for a MAAG in Asia)

	66Z	Diplomatic and Foreign Liaison (Attaches, Advisors, Missions, and Observers) - n.e.c.	
67		FIELD CONSTRUCTION UNITS AND ACTIVITIES (CONSTRUCTION BATTALION)	7
	67A	Construction Battalion	
	67B	Construction Brigade	
	67C	Construction Detachment	
	67D	Construction Regiment	
	67E	Mobile Construction Battalion/Seabee Team	
	67F	Section Construction Battalion	
	67G	Special Construction Battalion	
	67Z	Field Construction Units and Activities (Construction Battalion) - n.e.c.	
68		OTHER GOVERNMENT AGENCIES	00
	68A	Aircraft Reactor Branch	
	68B	Atomic Energy Commission	
	68C	Capitol	
	68D	Coal Mines Administration	
	68E	Defense Production Administration	
	68F	Federal Aviation Agency (FAA) (formerly Civil Aeronautics Administration)	
	68G	Coast Guard	
	68H	Military Agency for Standardization	
	68J	National Aeronautics and Space Administration (NASA)	
	68K	Public Buildings Administration State Department	
	68L	Selective Service	
	68M	Veterans Administration	
	68N	White House (Executive Office of the President)	
	68P	Arms Control and Disarmament Agency	
	68Q	Commerce Department (Maritime Administration/National Oceanic and Atmospheric Administration)	
	68R	Federal Energy Agency	
	68Z	Other Government Agencies - n.e.c.	
69		OCEANOGRAPHIC ACTIVITIES	00
	69A	Office of the Oceanographer of the Navy	
	69B	Oceanographic Branch Office	
	69C	Oceanographic Office	
	69D	Oceanographic Activity	
	69E	Oceanographic Detachment/Unit	
	69F	Oceanographic Systems and Designated Facilities	
	69G	Oceanographic Distribution Center	

	69Z	Oceanographic Activities - n.e.c.	
70		INSPECTORS AT NONNAVAL INDUSTRIAL PLANTS AND ACTIVITIES	00
	70A	Bureau of Aeronautics Material Office	
	70B	Naval Air Systems Command Naval Plant Representative Office (NASC-NPRO)	
	70C	Bureau of Ships Representative	
	70D	Bureau of Weapons General Representative	
	70E	Bureau of Weapons Representative	
	70F	Bureau of Weapons Technical Representative	
	70G	General Inspector of Naval Aircraft	
	70H	Inspector of Machinery	
	70J	Inspector of Naval Aircraft	
	70K	Inspector of Naval Material	
	70L	Naval Sea Systems Command Naval Plant Representative Office (NSSC-NPRO)	
	70M	Inspector of Petroleum Products	
	70N	Inspector of Petroleum Reserves	
	70P	Naval Technical Inspector	
	70Q	Resident Inspector of Branch Office	
	70R	Resident Inspector of Naval Aircraft	
	70S	Resident Inspector of Naval Material	
	70T	Supervising Inspector of Naval Material	
	70Z	Inspectors at Nonnaval Industrial Plants and Activities - n.e.c.	
71		AMPHIBIOUS STAFFS AND ACTIVITIES	1
	71A	Advanced Base Landing Craft Unit	
	71B	Amphibious Group/Boat Support Unit	
	71C	Amphibious, River, or Coastal Squadron/Division/Flotilla	
	71D	Amphibious Base	
	71E	Amphibious Construction Battalion	
	71F	Amphibious Force	
	71G	Amphibious School	
	71H	Amphibious Training/Operation Support/Force Command/ Amphibious Operations Training Unit	
	71J	Underwater Demolition Team (UDT)/SEAL Team	
	71K	Inshore Undersea Warfare Group/Detachment/Unit	
	71L	Beach Groups	
	71M	Fleet Composite Operational Readiness Group/Beach Jumper Unit	
	71N	Beachmaster Unit	
	71P	Naval Inshore Warfare Command/Detachment/Unit	
	71Q	Commander Support Aircraft	
	71R	Fleet Air Tactical Unit	
	71S	Landing Craft Recovery Unit	
	71T	Assault Craft Unit	
	71U	Landing Force Equipment and Depot	
	71V	Standard Landing Craft Unit (SLCU)	
	71W	Tactical Air Control Squadron/Group	
	71Z	Amphibious Staffs and Activities - n.e.c.	
72		MARINE CORPS ACTIVITIES (EXCEPT AIR STATIONS)	6
	72A	Fleet Marine Force	
	72B	Headquarters United States Marine Corps	
	72C	School	
	72Z	Marine Corps Activities (except Air Stations) - n.e.c.	

	76K	Naval Scientific and Technical Intelligence Center	
	76L	Navy Collaboration in Air Intelligence	
	76M	Headquarters Naval Intelligence Command	
	76N	Naval Intelligence Processing System Support Activity/Naval Intelligence Processing System Training Facility	
	76P	Naval Investigative Service	
	76Q	Oceanographic Surveillance Information Facility/Center	
	76R	Fleet Tactical Intelligence Support Activity/Group	
	76Z	Intelligence Activities - n.e.c.	
77		NAVAL PERSONNEL, BUREAU OF	00
	77A	Bureau of Naval Personnel	
	77B	Personnel Program Support Activity	
	77C	Naval Personnel and Training Research Laboratory (San Diego)	
	77D	Naval Personnel Research and Development Laboratory/Center	
	77Z	Naval Personnel, Bureau of - n.e.c.	
78		PERSONNEL ACTIVITIES	00
	78A	Detention Barracks	
	78B	Director/Commander Recruiting Area	
	78C	Discharged Personnel Records Branch, St. Louis	
	78D	Disciplinary Barracks/Correctional Centers	
	78E	Maritime Service Recruiting Station	
	78F	Naval Armory	
	78G	Naval Home	
	78H	Naval Officer Procurement	
	78J	Naval Personnel Center	
	78K	Naval Prison	
	78L	Navy Band	
	78M	Navy Camp	
	78N	Recruiting Aids Facility	
	78P	Recruiting Inspection	
	78Q	Recruiting Command/Station/District	
	78R	Officer Records Support Activity (formerly: Reserve Officer Recording Activity (RORA))	
	78S	Reserve Training Command, Omaha	
	78T	Retraining Command/Counseling and Assistance Center/ Human Resource Management Center	
	78U	Reserve Manpower Center/Personnel Management Information Center	
	78W	Naval Reserve Command	
	78Z	Personnel Activities - n.e.c.	
79		NAVAL STATIONS AND BASES (EXCEPT ADVANCED BASES)	00
	79A	Hydrocoustic Station	
	79B	Naval Base	
	79C	Naval Station	
	79D	(Intentionally left blank)	
	79E	Small Craft Facility	
	79F	Submarine Base/Facilities	
	79G	Naval Support Activity/Facility	
	79Z	Naval Stations and Bases (except Advanced Bases) - n.e.c.	
80		NAVY DEPARTMENT, MISCELLANEOUS	00
	80A	Telecommunications Censor	
	80B	Correction of Naval Records	
	80C	Decorations and Medals	

73		MEDICAL ACTIVITIES AND HOSPITALS	00
	73A	Bureau of Medicine and Surgery Field Office	
	73B	Dental Activity	
	73C	Disease Vector Control Center	
	73D	Dispensary	
	73E	Hospital	
	73F	Laboratory - Medical	
	73G	Medical Center/Clinic	
	73H	Medical Unit	
	73J	Preventive Medicine Unit	
	73K	Research Institute and Unit	
	73L	School/Joint School, Medical	
	73M	Toxicology Unit	
	73N	Ophthalmic Support Activity/Training	
	73P	Joint Medical Activity	
	73Q	Medical Data Services Center	
	73Z	Medical Activities and Hospitals - n.e.c.	
74		MEDICINE AND SURGERY, BUREAU OF	00
	74A	Bureau of Medicine and Surgery	
	74Z	Medicine and Surgery, Bureau of - n.e.c.	
75		MINE WARFARE ACTIVITIES	5
	75A	Air Mine Defense Development Unit	
	75B	Degaussing Station/Range/Facility	
	75C	Drill Mine Preparation Facility	
	75D	Experimental Mine Development	
	75E	Magnetic Channel Range	
	75F	Magnetic Minesweeper Range	
	75G	Magnetic Proving Ground	
	75H	Magnetic Survey	
	75J	Mine Assembly Base	
	75K	Mine Countermeasures Station/Unit	
	75L	Mine Defense Laboratory	
	75M	Mine Depot/Facility	
	75N	Mine Recovery Unit	
	75P	Mine Warfare Experimental Station	
	75Q	Mine Warfare Proving Ground	
	75R	Mine Engineering Facility	
	75S	Mobile Mine Assembly Unit/Group	
	75Z	Mine Warfare Activities - n.e.c. (For Mine Warfare Training Center, use 91E)	
76		INTELLIGENCE ACTIVITIES	00
	76A	Air Intelligence Training Center	
	76B	Central Intelligence Agency (CIA)	
	76C	Intelligence Office, Naval District or River Command	
	76D	Field Intelligence Office	
	76E	Fleet Air Intelligence Augmenting Unit	
	76F	Fleet Intelligence Training Center/Fleet Intelligence Center	
	76G	Intelligence Support Center/Unit	
	76H	Armed Forces Air Intelligence Training Center	
	76J	Defense Intelligence Agency/Defense Intelligence School	

	80D	Naval Boards	
	80E	Examining Boards (Line, Medical, and Supply)	
	80F	Office of the Comptroller	
	80G	Office of the General Counsel	
	80H	Office of Civilian Manpower Management	
	80J	Office of Information (CHINFO)	
	80K	Office of the Judge Advocate General/Judiciary Activity Branch Office/Law Center	
	80L	Office of the Management Engineer	
	80M	Headquarters, Naval Material Command	
	80N	Office of Strategic Services	
	80P	Physical Disability Review Board/Office of Naval Disability Evaluation	
	80Q	Review Discharges and Dismissals	
	80R	Immediate Office of the Secretary of the Navy	
	80S	Office of Legislative Affairs	
	80T	Office of Program Appraisal	
	80U	Office of Naval Petroleum and Oil Shale Reserves	
	80Z	Navy Department, Miscellaneous - n.e.c.	
81		NAVAL SHIPYARDS	00
	81A	Naval Shipyard (including Pearl Harbor)	
	81B	Navy Shipbuilding Scheduling Activity	
	81Z	Naval Shipyards - n.e.c.	
82		OFFICE OF THE CHIEF OF NAVAL OPERATIONS	00
	82A	Chief of Naval Operations	
	82B	Director Naval Communications	
	82C	Fleet Hurricane Forecasting Facility/National Hurricane Center	
	82D	Fleet Weather Central or Facility/Naval Weather Service Environmental Detachment (NWSED)	
	82E	Inspection and Survey Boards	
	82F	Inspector General	
	82G	Naval History	
	82H	Naval Weather Service Command	
	82J	Naval Safety Center	
	82K	Manpower Validation Office/Manpower Survey Office/Navy Manpower and Material Analysis Center	
	82L	Fleet Combat Direction Systems Support Activity	
	82Z	Office of the Chief of Naval Operations - n.e.c.	
83		NAVAL ORDNANCE SYSTEMS COMMAND (See 93)	00
	83A	Naval Ordnance Systems Command Headquarters	
	83B	Bureau of Weapons Fleet Readiness Representative	
	83C	Intra-Bureau Change Committee	
	83D	Weapons Systems Analysis Office	
	83E	Naval Ordnance Systems Support Office	
	83Z	Naval Ordnance Systems Command - n.e.c.	
84		ORDNANCE PLANTS AND ACTIVITIES: PROVING GROUNDS AND RANGES	00
	84A	Ammunition and Net Depot	
	84B	Guided Missile Factory Training and Training Unit	
	84C	Guided Missile Unit, Group, and Detachment	
	84D	Magazine and Net Depot	
	84E	Missile Range/Center/Facility/Systems	
	84F	Mobile Ordnance Service Unit	

	84G	Naval Weapons Quality Assurance Office/Naval Weapons Engineering Support Activity	
	84H	Ordnance Facility	
	84J	Ordnance Laboratory	
	84K	Ordnance Missile Test Facility	
	84L	Ordnance Plant	
	84M	Ordnance Supply Office	
	84N	Ordnance Test Station and Unit	
	84P	Ordnance Unit	
	84Q	Proving Grounds and Ranges	
	84R	Rangefinder Calibration Station	
	84S	Rifle Range	
	84T	Weapons Plant (Formerly: Gun Factory)	
	84U	Weapons Station/Center	
	84V	Aviation Weapons Facility	
	84Z	Ordnance Plants and Activities; Proving Grounds and Ranges - n.e.c.	
85		PROJECTS, SPECIAL	00
	85A	Armed Forces Special Weapons Projects (AFSWP) (Sandia Base)	
	85B	Army Chemical Center	
	85C	Camp Detrick	
	85D	Clarksville Base, Tennessee	
	85E	Lake Mead Base, Las Vegas	
	85F	Nuclear Ordnance Unit	
	85G	Nuclear Weapons Training Center/Group	
	85H	Nuclear Weapons Annex	
	85J	(Intentionally left blank)	
	85K	Special Weapons Unit	
	85L	Task Forces, 1, 3, and 7	
	85M	Weapons Annex, Charleston	
	85N	Astronautic Group	
	85Z	Projects, Special - n.e.c.	
86		COMMUNICATIONS, RADIO, AND SECURITY ACTIVITIES (CONTINENTAL AND ADVANCED)	00
	86A	Communication Station/Unit	
	86B	Communications Security Group/Department/Research Operations Department, AGTR	
	86C	Communication Training Center	
	86D	Navigation Aids Support Team (Formerly Lorac Support Teams)	
	86E	Naval Security Station, Washington, D.C.	
	86F	Radio Direction Finder Station	
	86G	Radio Station/Facility	
	86H	Communications Security Material Mobile Issuing Office	
	86J	Security Engineering Facility	
	86K	Shore Based Radar (Argus - see 04A)	
	86L	Radio Frequency Spectrum Activity	
	86M	Joint Communications Activity/Training	
	86N	Navy Courier Service Headquarters or Detachment	
	86P	Headquarters Naval Telecommunications Command (Formerly: Naval Communications Command)	
	86Z	Communications, Radio, and Security Activities (Continental and Advanced) - n.e.c.	
87		RECEIVING STATIONS, BARRACKS, SHIPS, AND STATION SHIPS	00#
	87A	Advanced Base Personnel Depot	

One or more exceptions exist within the major grouping.

	87B	Civil Affairs Staging Area	
	87C	Personnel Distribution Office	
	87D	Receiving Barracks	
	87E	Receiving Ship	
	87F	Receiving Station	
	87G	Receiving Station Ship	
	87H	Reserve Center/Facility	
	87J	Separation Center	
	87K	Training and Distribution	
	87L	Training Publications Center/Detachment	
	87M	Reserve Training Submarine	3
	87N	Transient Personnel Unit	
	87P	Reserve Readiness Command	
	87Z	Receiving Stations, Barracks, Ships, and Station Ships - n.e.c.	
88		REPAIR AND SERVICE UNITS, BASES, AND FACILITIES	4
	88A	Base Service Unit	
	88B	Destroyer Repair Unit	
	88C	Landing Boat Repair Unit	
	88D	Material Salvage Unit/Harbor Clearance Unit or Team	
	88E	Mobile Technical Unit	
	88F	Service Unit and/or Facility	
	88G	Ship Repair Facility/Office/Shore Support Group	
	88H	Submarine Repair Unit	
	88J	Target Repair Base or Unit	
	88K	Inactive Ship Maintenance/Storage Facility	
	88Z	Repair and Service Units, Bases, and Facilities - n.e.c.	
89		RESEARCH AND EXPERIMENTAL ACTIVITIES	00
	89A	Antisubmarine Development Detachment	
	89B	Arctic Research and Evaluation Laboratory	
	89C	Civil Engineering Laboratory	
	89D	Naval Ship Research and Development Center (includes the former David Taylor Model Basin)	
	89E	Naval Electronics Laboratory Center (formerly: Command Control Communications Laboratory Center)	
	89F	Engineering Experiment Station	
	89G	Experimental Diving Unit	
	89H	Oceanographic Research Station	
	89J	National Defense Research Council	
	89K	Naval Boiler and Turbine Laboratory	
	89L	Naval Computing Machine Laboratory	
	89M	Naval Observatory	
	89N	Naval Research Laboratory (includes annexes)	
	89P	Office of Naval Research and Branch Offices	
	89Q	Operational Development Center	
	89R	Operations Evaluation Group and Detachment	
	89S	Naval Radiological Defense Laboratory	
	89T	Training Device/Equipment Center/Facility	
	89U	Underwater Sound Laboratory	
	89V	Weather/Environmental Research Facility	
	89W	Institute of Naval Studies; Center for Naval Analysis	
	89Z	Research and Experimental Activities - n.e.c.	

90		SEA FRONTIERS AND NAVAL DISTRICTS (CONTINENTAL AND ADVANCED)	00
	90A	Aircraft Warning Center	
	90B	Antisubmarine Warfare Unit/Facility	
	90C	Berthing Facility	
	90D	District Headquarters	
	90E	Fleet Post Office	
	90F	(Intentionally left blank)	
	90G	Harbor Entrance Control Post	
	90H	Motion Picture Exchange	
	90J	Office of Industrial Manager	
	90K	Personnel Accounting Machine Installation	
	90L	Reserve Supplement Headquarters	
	90M	Sea Frontier	
	90N	Underwater Detection Unit	
	90P	(Intentionally left blank)	
	90Q	Fleet Data Processing Service Center/Data Service Detachment	
	90R	Fleet Religious Support Activity	
	90Z	Sea Frontiers and Naval Districts (Continental and Advanced) - n.e.c.	
91		SCHOOLS AND EDUCATIONAL ACTIVITIES, STAFF (For Service Academies/Monterey see 98)	00
	91A	Advanced Command and Staff School	
	91B	Correspondence Course Center	
	91C	Enlisted Training Activity (Class A, B, C, and P Schools)	
	91D	Examining Center	
	91E	Fleet Training Activity	
	91F	Functional Training Activity	
	91G	Merchant Marine Academy	
	91H	(Intentionally left blank)	
	91J	Officer Special School	
	91K	Basic Naval Aviation Officers School	
	91L	NROTC/NJROTC/OCS/ROC/AOC/ADCOP/NESEP School	
	91M	Training Centers and School Commands (except Recruit and Training Commands)	
	91N	General Line School	
	91P	Defense Language Institute	
	91Q	Joint Training Activity (except Command and Staff Colleges)	
	91R	Training Support Command/Education and Training Support Center/Detachment	
	91S	Naval Education and Training Command	
	91T	Chief of Technical Training/Technical Training Center	
	91U	1200 psi Mobile Training Team	
	91Z	Schools and Educational Activities, Staff - n.e.c. (for Service Academies/Monterey see 98)	
92		NAVAL ELECTRONIC SYSTEMS COMMAND	00
	92A	Naval Electronic Systems Command Headquarters	
	92B	Naval Electronic Systems Command Division/Activity/Office	
	92C	Naval Shore Electronics Engineering Activity	
	92Z	Naval Electronic Systems Command - n.e.c.	
93		NAVAL SEA SYSTEMS COMMAND (formerly Naval Ship Systems Command and Naval Ordnance Systems Command)	00
	93A	Naval Sea Systems Command Headquarters	
	93B	Naval Ship Engineering Center	
	93Z	Naval Sea Systems Command - n.e.c.	

94		SUPERVISION OF NONNAVAL INDUSTRIAL PLANTS AND CONSTRUCTION ACTIVITIES	00
	94A	Navy Area Audit Service	
	94B	Civil Works Contracts	
	94C	Cost Inspection	
	94D	Public Works Contracts	
	94E	Officer in Charge of Contracts and Resident OIC of Contracts	
	94F	Supervisor of Shipbuilding and Naval Inspector of Ordnance	
	94G	Supervisor of Shipbuilding, Conversion, and Repair	
	94Z	Supervision of Nonnaval Industrial Plants and Construction Activities - n.e.c.	
95		NAVAL SUPPLY SYSTEMS COMMAND	00
	95A	Naval Supply Systems Command Headquarters	
	95B	Navy Central Disbursing Office	
	95C	Navy Finance Center/Navy Accounting and Finance Center	
	95D	(Intentionally left blank)	
	95E	Regional Finance Office	
	95F	Material Transportation Office	
	95Z	Naval Supply Systems Command - n.e.c.	
96		TORPEDO ACTIVITIES	00
	96A	Underwater Weapons Research Engineering Station	
	96B	Naval Aircraft Torpedo Unit	
	96C	Torpedo Range	
	96D	Torpedo Station	
	96E	Torpedo Unit - Field and Mobile	
	96F	(Intentionally left blank)	
	96Z	Torpedo Activities - n.e.c.	
97		TRAINING STATIONS (RECRUIT TRAINING)	00
	97A	Recruit Training Center (NTC)	
	97Z	Training Stations (Recruit Training) - n.e.c.	
98		SERVICE ACADEMIES OR POSTGRADUATE SCHOOLS	00
	98A	Air Force Academy	
	98B	Military Academy	
	98C	Naval Academy	
	98D	Postgraduate School, Monterey/Management Systems Center, Monterey	
	98E	Coast Guard Academy	
	98Z	Service Academies or Postgraduate Schools - n.e.c.	
99		NAVAL FACILITIES ENGINEERING COMMAND	00
	99A	Naval Facilities Engineering Command Headquarters	
	99E	Field Engineering Division	
	99F	Advanced Base Construction Depot	
	99G	Construction Battalion Base Unit	
	99H	Construction Battalion Center	
	99J	Construction Equipment Repair Depot	
	99K	District Public Works Office	
	99L	Drydock Facility	

99M	Drydock (Floating Type)	
99N	Drydock (Graving Type)	
99P	Pontoon Assembly Detachment	
99Q	Public Works Center	
99R	Yards and Docks Supply Office and Depot	
99S	Nuclear Power Unit	
99Z	Naval Facilities Engineering Command - n.e.c.	
*	**RIVERINE WARFARE CRAFT**	1
ASPB	Assault Support Patrol Boat	
ATC	Armored Troop Carrier	
CCB	Command and Control Boat	
MON	Monitor	
PACV	Patrol Air Cushion Vehicle	
PBR	River Patrol Boat	
PCF	Patrol Craft, Inshore	
	Riverine Warfare Craft - n.e.c.	

*This group applicable to TYCOM Code structure only

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